

# The Gazette of India



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Separate paging is given to this Part in order that it may be filed as a separate compilation.

## PART III—SECTION 1

**Notifications issued by the High Courts, the Comptroller and Auditor General, the Union Public Service Commission, the Indian Government Railways, and by Attached and Subordinate Offices of the Government of India.**

### THE PATENT OFFICE

#### NOTIFICATION

Calcutta, the 26th May 1952

No. 10/90/51-Admn.—Shri B. G. Ray, permanent Examiner of Patents, has been granted Earned Leave for 36 days from 26th May, 1952 to 30th June, 1952 with permission to prefix Sunday the 25th May, 1952 to his leave.

He is likely to return to the same post on the expiry of the leave.

K. SESHAGIRI RAO,  
Controller of Patents & Designs.

### UNION PUBLIC SERVICE COMMISSION

#### NOTIFICATIONS

New Delhi, the 28th May 1952

No. F.I/13/52-Ests.—Shri E. N. Ramamurti, a permanent officer of Grade III of the Central Secretariat Service and officiating Superintendent in the office of the Union Public Service Commission, has been granted earned leave on average pay for 74 days with effect from 30th April 1952 (F.N.).

No. F.I/13/52-Ests.—Shri Shiv Shanker, a permanent officer of Grade III of the Central Secretariat Service and officiating Superintendent in the office of the Union Public Service Commission, has been granted leave on average pay for 4 months with effect from 2nd May 1952 (F.N.).

D. C. DAS,  
Secretary,

Union Public Service Commission.

### INDIAN AUDIT & ACCOUNTS DEPARTMENT

Leave and Appointments

#### NOTIFICATIONS

New Delhi, the 27th May 1952

No. 1258-GE/43-52.—The following members of the S.A.S. of the Office of the Accountant General, Hyderabad have been appointed to officiate as Assistant Accounts Officers in the same office with effect from the 1st April, 1951, until further orders :—

- (1) Mr. Jalaluddin Sajanlal.
- (2) Mr. Khaja Hammeeduddin.
- (3) Mr. Balaram.
- (4) Mr. P. Madhav Rao.

No. 2187-GE/B-20/PF.—In partial modification of the Indian Audit and Accounts Department Notification No. 1797-GE/B-20/PF, dated the 18th April, 1952, Shri P. N. Bhandari, an Officer of the Indian Audit & Accounts Service, on return from leave has been appointed to officiate in Class I of the Indian Audit and Accounts Service with effect from the 4th April, 1952 and posted as Director of Establishment in the Office of the Comptroller and Auditor General of India, New Delhi, from the same date.

No. 2205-GE/407-51.—Shri R. J. Bardoliwala, an Officer of the Office of the Deputy Accountant General, Baroda has been appointed as a permanent Assistant Accounts Officer in the same office with effect from the 1st May, 1949.

Shri S. G. Takalkar, a member of the Subordinate Accounts Service in the Office of the Deputy Accountant General, Baroda, has been appointed to officiate as Assistant Accounts Officer in the same office with effect from the 1st May, 1949, until further orders.

Shri J. J. Daxini, a member of the Subordinate Accounts Service in the Office of the Comptroller, Saurashtra has been appointed to officiate as Assistant Accounts Officer in the same office with effect from the 1st April, 1951, until further orders.

No. 2316-GE/38-52.—Shri K. L. Sharma, a member of the Subordinate Accounts Service in the Office of the Accountant General, Food, Rehabilitation and Supply, New Delhi, has been appointed to officiate as Assistant Accounts Officer in the same office with effect from the 28th April, 1952, until further orders.

No. 2317-GE/R-21/PF.—Shri T. Rangachari, an Officer of the Indian Audit and Accounts Service, has been granted earned leave for 30 days with effect from the 5th May, 1952, with permission to prefix Sunday the 4th May, 1952 to the leave.

No. 2332-GE/R-6/PF.—Shri P. K. Rau, an Officer of the Indian Audit and Accounts Service, has been posted as Director of Establishment in the Office of the Comptroller and Auditor General of India, New Delhi, with effect from the 17th May, 1952.

No. 2334-GE/B-6/PF.—Shri S. S. Bhende, an Officer of the Emergency Cadre of the Indian Audit and Accounts Service, has been granted leave on average pay for one month with effect from the 12th May, 1952.

No. 2351-GE/B-20/PF.—Shri P. N. Bhandari, an Officer of the Indian Audit and Accounts Service, has been posted as Director of Inspection in the Office of the Comptroller and Auditor General of India, New Delhi, with effect from the 17th May, 1952.

No. 2353-GE/J-6/PF.—On return from leave, Shri K. C. Jain, an Officer of the Indian Audit and Accounts Service,

has been posted as Assistant Accountant General in the office of the Accountant General, Rajasthan, Jaipur, with effect from the 11th April, 1952.

**No. 2358-GE/49-52.**—Shri J. R. Sondhi, a member of the Subordinate Accounts Service in the Office of the Comptroller, Vindhya Pradesh, has been appointed to officiate as an Assistant Accounts Officer in the same office with effect from the 7th May, 1952, until further orders.

Shri Ram Behari Lal, a member of the Subordinate Accounts Service in the Office of the Comptroller, Vindhya Pradesh, has been appointed to officiate as an Assistant Accounts Officer in the same office with effect from the 7th May, 1952, until further orders.

**No. 2358-GE/45-52.**—Sri A. Gopalaswami, a member of the S.A.S. in the Office of the Comptroller, Travancore-Cochin, has been appointed to officiate as Assistant Accounts Officer with effect from the 9th May, 1952, until further orders.

**No. 2377-GE/S-2/PF.**—Sri S. Sivaramakrishnan, an Officer of the Indian Audit and Accounts Service, has been granted leave on average pay for four months and in continuation leave on half average pay for one month, preparatory to retirement, under Fundamental Rule 86 with effect from the 3rd May, 1952.

**No. 2382-GE/1-D/PF.**—With effect from the 3rd May, 1952, Mr. P. C. Dasgupta, an Officer of the Indian Audit and Accounts Service, has been placed in charge of duties of the post of Accountant General, Posts and Telegraphs, Simla in addition to his own as Controller of Commercial Audits in the Office of the Comptroller and Auditor General of India.

**No. 2385-GE/KW-43/52.**—On return from deputation with the Hyderabad Government, Sri B. V. Subramanyam, an Assistant Accounts Officer of the Office of the Accountant General, Hyderabad, assumed charge in the same capacity in that office with effect from 1st April, 1952.

On transfer from the Office of the Comptroller, Vindhya Pradesh, Sri N. Sundaram, a re-employed Assistant Accounts Officer, has been appointed in the same capacity in the office of the Accountant General, Hyderabad with effect from the 16th April, 1952 until further orders.

**No. 2404-GE/A-6/PF.**—Sri A. A. Krishnan, Assistant Comptroller (on probation), Travancore-Cochin has been granted leave for 24 days with effect from the 8th May, 1952.

**No. 2406-GE/B-3/PF.**—Shri S. C. Bhattacharyya, an Officer of the Indian Audit and Accounts Service, has been posted as Deputy Accountant General II in the Office of the Accountant General, Uttar Pradesh, Allahabad, with effect from the 18th March, 1952.

P. D. PANDE,

Deputy Comptroller & Auditor General.

#### MINISTRY OF DEFENCE

Directorate General, Ordnance Factories

#### NOTIFICATIONS

Calcutta, the 26th May 1952

**No. 95/52/E1.**—Mr. J. P. Varma, Tempy. D.A.D.G., O.F., is granted E.L. for 20 days with permission to prefix Sunday, the 4th May, 1952 to his leave, 5th May 1952.

The 27th May 1952

**No. 93/52/G.**—Mr. J. L. Saha, Offg. D.A.D.G.O.F., Dte. Genl., Ord. Fys., Calcutta, is appointed to officiate as W.M. in Gun Carriage Factory, Jubbulpore, 24th March, 1952, vice Mr. G. Duguid transferred.

**No. 94/52/G.**—Mr. M. Prasad, Offg. W.M., Ordnance Factory, Katni, is granted leave for 31 days, 1st May 1952, with permission to affix Sunday, 1st June 1952 to his leave.

The 28th May 1952

**No. 97/52/G.**—Mr. O. P. Gupta, Tempy. A.W.M., High Explosives Factory, Kirkee, is granted leave for 48 days, 21st April 1952.

**No. 98/52/E.L.**—Mr. R. B. Sathe, offg. A.D.G., O.F., is granted P.L. for 1 month and 10 days with permission to prefix and affix Sundays, the 11th May and 22nd June, 1952 respectively to his leave, 12th May, 1952.

The 29th May 1952

**No. 96/52/G.**—Mr. Noel Eldred Webb, offg. Foreman, Gun and Shell Factory, Cossipore, was appointed to officiate as A.W.M. in that Factory, 4th December 1951, to 5th February 1952.

K. K. FRAMJI,  
Director General, Ordnance Factories.

#### MINISTRY OF LABOUR

Regional Directorate of Resettlement and Employment

#### NOTIFICATIONS

Madras-6, the 22nd May 1952

**No. L.Dis.12-10/52.**—Shri M. Bapanna, District Employment Officer, Eluru went on earned leave from 6th May 1952 to 15th May 1952 and rejoined duty on the forenoon of 16th May 1952. During the period of leave of Shri Bapanna, Shri P. V. Subramanyam, Assistant Employment Officer, Vijayawada was in additional charge of the current duties of District Employment Officer, Eluru.

The 23rd May 1952

**No. A1/11828/52.**—Shri R. Seshadri, Asst. Employment Officer (Technical), Tiruchirapalli is granted earned leave for 27 days from 7th May 1952 forenoon.

S. A. QADIR,

Regional Director of  
Resettlement & Employment,  
Madras.

Calcutta, the 28th May 1952

**No. 3L-15/51/9554.**—Earned leave for thirty days with effect from the 5th May, 1952, is granted to Sri S. N. Bhose, Sub-Regional Employment Officer, Asansol. There is every likelihood of the officer returning to the same post and station on the expiry of the leave.

C. A. AHUJA,

for Regional Director.

#### Office of the Chief Adviser, Factories

New Delhi, the 26th May 1952

**No. CAF/E.14(8).**—Shri K. N. Manglorkar, Inspector (Architectural) in this Organisation was granted earned leave for 13 days with effect from the 12th May 1952 with permission to prefix and suffix Sundays on the 11th and 25th May 1952 to the leave. He resumed duty on the forenoon of the 26th May 1952.

N. S. MANKIKER,

Chief Adviser, Factories.

#### Office of the Chief Labour Commissioner (Central)

New Delhi, the 28th May 1952

**No. CLC.14(177)/Adm.**—Shri T. T. Tayade relinquished charge of the office of the Labour Inspector (Central), Nagpur, on the afternoon of 8th May, 1952, on his promotion to the post of Conciliation Officer (Central).

L. C. JAIN,

Chief Labour Commissioner (Central).

#### BEFORE THE HONOURABLE LABOUR APPELLATE TRIBUNAL OF INDIA

#### NOTIFICATION

Calcutta, the 24th May 1952

**No. LA.1(4)/916/52.**—In pursuance of Section 8(3) of the Industrial Disputes (Appellate Tribunal) Act, 1950 (No. XLVIII of 1950) it is hereby notified that a bench of the Labour Appellate Tribunal of India will sit in the High Court Building at Lucknow on and from the 26th May, 1952.

J. N. MAJUMDAR,

Chairman,  
Labour Appellate Tribunal of India.

IN THE HONOURABLE LABOUR APPELLATE  
TRIBUNAL OF INDIA AT BOMBAY

Appeal (Bom.) No. 263 of 1951.

Kirloskar Brothers Ltd., Kirloskarwadi. Appellant.

Versus

The workmen employed under them. Respondents.

Appeal (Bom.) No. 278 of 1951.

Workmen employed under Kirloskar Brothers Ltd., Kirloskarwadi and represented by the Kirloskar Kamgar Union, Kirloskarwadi, South Satara. Appellants.

Versus

1. Kirloskar Brothers Ltd., Kirloskarwadi, Satara. } Respondents.  
2. Workmen employed under Kirloskar Bros., Ltd., Kirloskarwadi, not represented by the Kirloskar Kamgar Union. }

In the matter of appeals against the award of the Industrial Tribunal (Shri P. S. Bakhle) Bombay, in Reference (IT) No. 101 of 1950, dated the 17th August 1951.

The 16th day of May 1952

Present :

Mr. K. P. Lakshmana Rao, President.

Mr. F. Jeejeebhoy, Member.

## Appearances :

For the Appellants in Apl. (Bom) (No. 263/51 and for Respondent No. 1 in Appeal (Bom) No. 278/51. Advocate : Mr. B. Narayana Swamy. Also Mr. N. W. Gurjar and Mr. M. S. Wartak.

For the Respondents in Apl. (Bom) No. 263/51 and for the Appellants in Apl. (Bom) No. 278/51. Advocate : Mr. K. T. Sule. Also Mr. V. A. Kulkarni, General Secretary, Kirloskar Kamgar Union.

For Respondent No. 2 in Apl. (Bom) No. 278/51. No appearance.

State : Bombay.

Industry : Engineering.

## Decision

These two appeals are by the employers and employees respectively against the award of the Industrial Tribunal, Bombay, in the matter of the disputes between the workmen of Kirloskar Brothers Ltd., Kirloskarwadi, and their employers.

2. The employer's appeal concerns three main points : (1) Minimum wage (2) Bonus and (3) their notice of change for reduction of the dearness allowance of the staff drawing above Rs. 50/- as basic pay. We shall first deal with the employer's appeal.

3. Complaint is made that the minimum basic wage of Rs. 26/- which has been fixed for the lowest paid unskilled workmen is too high having regard to the locality. This point was advisedly not pressed.

4. As regards the question of bonus, it is the complaint of the employers that the reasons and calculations of the Adjudicator are wrong. There is no appeal filed as to the quantum of bonus allowed, but it is apprehended that if the persons and calculations are permitted to go unnoticed, it might prejudice the Company in future years. We do not think that this apprehension is well founded, for there is nothing to prevent the Company in the future from contesting the correctness of the reasons and calculations on the question of quantum of bonus; and we record accordingly.

5. The third point relates to the dearness allowance of the staff with basic salary higher than Rs. 50/- a month. We shall deal with this subject later in this decision.

6. The employees by their appeal have raised the following issues :

7. *Provident Fund*.—It has been urged that the directions of the Adjudicator on this subject do not go far enough. It is however clear that no appeal lies on the

point before us unless it involves a substantial question of law, which is not the case here. In any event the recent Act relating to employees' Provident fund provides for most contingencies and the employees need have no apprehension about the security or administration of their Provident Fund.

8. *Compensation for injuries arising out of accidents*.—The Adjudicator has disallowed the claim under this head which is not an appealable subject unless a substantial question of law is involved, which is not the case here. We therefore decline to interfere.

9. The same remarks apply to the question of leave (paragraph 15 of the award).

10. As regards medical aid the employees had claimed that all employees and their relatives dependent upon them should be given free treatment in the Company's dispensary as a privilege free of cost. On the other hand the employers had asked for a change in existing practice by fixing a charge for the worker himself of 1/- annas a day and for all others at 12 annas a day, subject to suitable modifications in the case of costly medicines used. The Adjudicator for reasons which he has stated in paragraph 20 of his award has held that the Company was entitled to make a reasonable charge for medicine, but took the view that the charges proposed by the Company would adversely affect most the workers in the lowest income group. Thereupon the Company filed a statement containing a proposal to levy medical charges at a graduated scale according to pay slabs and this the Tribunal has accepted. On this question no appeal lies and there is no substantial question of law involved, nor are there any merits in this ground of appeal.

11. By their demand No. 6 the employees had claimed that in cases where the workmen had been provided with houses the rent charged should not exceed 3% of the cost of construction. For sufficient reasons the Adjudicator has refused this claim, and we see no reason to differ.

12. The employees next urged that there should be a modification of the scheme of gratuity. It was ultimately agreed before us that the ceiling of 15 months' salary or wages should be removed and it is directed accordingly. The employees contended that dismissal for misconduct should not disentitle an employee for gratuity, but we are not disposed to alter our previous decision on this subject.

13. The question of bonus was the next point raised by the employees. It was claimed that for the year 1948-49 the workmen should be paid bonus equal to their four months' basic pay. The Company had voluntarily paid 20% of the annual basic earnings, and the Adjudicator has increased it by 5%. The calculations have been made in accordance with our Full Bench decision, and the ultimate figures as worked out by the Adjudicator are to be found at page 4456 of the award. It shows that after allowing for statutory depreciation and payment of 25% bonus and taxation there will be a balance of 3.48 lakhs. Out of this there has been allowed a return on capital at 6% amounting to .92 lakhs, and another return on working capital at 4% amounting to .94 lakhs, and a rehabilitation reserve of one lakh, leaving the Company with .62 lakhs out of the available surplus. Mr. Sule on behalf of the employees pointed out that the tax should be 2.67 lakhs at 6½ annas and he claimed that only 2% should be allowed on reserves utilized as working capital during the year. He contended that the reserves were more than the annual requirement, and that therefore one lakh of rupees should not have been allowed as a rehabilitation reserve, as the Company had been paying 12% dividend from 1944. We do not think that Mr. Sule's contentions are well founded. The rehabilitation reserve of one lakh of rupees is modest considering the requirements of a concern of this magnitude. Even if we were to concede Mr. Sule's claims to a lesser tax and to 2% return on reserves, the balance of available surplus would still in our opinion not be sufficient to justify a higher rate of bonus, for it must be remembered that under our formula the claimants to an available surplus of profit are not only the workmen but also the shareholders and the Company, and the Adjudicator has for good reasons declined to increase the bonus beyond 25%. This ground of appeal fails.

14. We shall now deal with the main point in controversy. The Company has given notice of change and has made the following claim as regards dearness allowance : "Existing rates of dearness allowance are to be reduced in the case of persons earning basic pay above Rs. 50/- per month. The scale of dearness allowance will be the same as adopted by the Government of Bombay on the basis of the recommendations of the Central Pay Commission and will be subject to revision from time to

time along the lines of the Government of Bombay. The proposed scale of dearness allowance is as under :

Basic pay per mensem.	Rate of dearness allowance per mensem.
Rs.	Rs.
51 to 100	35
101 to 150	40
151 to 200	45
201 to 250	50
251 to 300	60

In the case of persons drawing basic pay up to Rs. 50/- per mensem the existing arrangement will not be disturbed for the present.

This notice of change has been made one of the points of Reference to the Tribunal, and as to this claim the Adjudicator says :

"The whole question of increase in the dearness allowance was discussed by the learned Adjudicator in the previous award and he has upheld the arrangement that then existed in the Company. The Company has itself contended that the demand of the Union for an increase is unjustifiable in view of the directions given in the previous award. It would not therefore be proper for the Company to seek a change in the directions given in the previous award". and therefore he rejected the claim. We do not agree with this reasoning and are of the view that he should have examined the subject on its merits.

15. The previous award referred to is known as the Joshi Award. It is dated 23rd February 1949. Discussing this subject Mr. Joshi at paragraph 49 of his award states : "It is a common ground that since 1942 the dearness allowance paid to the employees of the Company is in some way linked up with the authorized cost of living index for Sholapur and been fixed at the following rates for every  $7\frac{1}{2}$  points thereof." This meant that for these drawing Rs. 51/- and upwards the scale of dearness allowance was Rs. 2/8/- per cent of the salary for a rise of every  $7\frac{1}{2}$  points ; and in April 1948 it worked out at 65% of actual wages earned in the slab of Rs. 51/- and upwards for the monthly rated as well as the daily rated workers. Mr. Joshi did not think that the Union was entitled to claim neutralization to the extent of 90%. It had not been disputed before him that the neutralization allowed at Sholapur was 75% and the prevailing rate of dearness allowance was 1 $\frac{1}{4}$  annas per 12 points per day ; he came to the conclusion that no increase in the rate of dearness allowance was indicated. He did however observe : "There is one more aspect which also deserves notice. It is this. In most of the concerns small or big, the dearness allowance is paid at a flat rate and not on a slab system as is done at Kirloskarwadi. Where it is granted on a progressively rising scale as in the case of Bengal Industries' Award, a reasonable limit is placed to the maximum. But neither of these things is done in the Company's concern. The result is that the rate keeps on mounting in proportion to the amount of monthly wages. In fact the urgency of neutralization should proportionately decrease with the increase in the scale of wages." In fact Mr. Joshi himself suggested that the dearness allowance in the higher group was too high.

16. Dearness allowance has been calculated since the year 1942 on the cost of living index number at Sholapur, the base taken being 1939 when the cost of living index for Sholapur was 73. Different rates were fixed for the three groups of wage slabs. For group 3, that is with basic wage of Rs. 50/- and above, for every rise or fall of 7.5 points over the base year index number (i.e. 73) there would be a rise or fall in dearness allowance by 24%. The lowest paid group gets a dearness allowance on the same basis at Re. 1/-, and the second group at Re. 1/4/-, and since for the third group it is 24% of the salary, it is evident that as salary increases the rate of dearness allowance has also been increasing, and has led to some startling results in the wage structure. In effect from 1948-1949 the dearness allowance of the third group above Rs. 51/-, with which we are now concerned, has ranged from 75% to 83% of the basic wage. An employee getting Rs. 100/- as basic pay gets a dearness allowance of Rs. 84/- against Rs. 32/8/- of the Cooper Engineering Ltd., Satara. Rs. 30/- of Ogale Glass Works at Ogalewadi, Rs. 56/6/- of the four large engineering concerns in Bombay. Rs. 37/9/- of the Bombay Engineering and Metal Works Ltd., Bombay. Rs. 42/4/- of the New Standard Engineering Co. Ltd., Bombay and Rs. 47/15/- of Oriental Metal Pressing Works, Bombay. Similarly an employee drawing Rs. 200/- in this concern gets a dearness allowance of Rs. 168/- against Rs. 32/8/- of Cooper Engineering Ltd., Satara. Rs. 40/- of the Ogale Glass Works, Rs. 56/6/- of the four

large engineering concerns in Bombay, and similar figures in the other companies. Considering that dearness allowance is intended to neutralise the cost of living, it is beyond dispute that the dearness allowance as paid by this concern to those drawing above Rs. 50/- is excessive. The employees have placed before us a table of the dearness allowance at the present rate as compared with the dearness allowance which the Company now proposes, and showing the difference between the two. The employees call it a "wage cut", but that is not correct as dearness allowance is justifiable only to the extent that it neutralises the cost of living. We reproduce that statement :

Wage p. m.	D.A. at present 85% Rate.	D.A. at Company's demand.	Wage Cut.
Rs.	Rs.	Rs.	Rs.
60	51 0 0	35 0 0	16 0 0
80	68 0 0	35 0 0	33 0 0
100	85 0 0	35 0 0	50 0 0
120	102 0 0	40 0 0	62 0 0
150	127 8 0	40 0 0	87 8 0
180	153 0 0	45 0 0	108 0 0
200	170 0 0	45 0 0	125 0 0

17. It naturally occurred to us during the course of hearing to ascertain how the Company had so fixed its dearness allowance that it had led to such results. We were told in explanation, and we have no reason to doubt that the Company had treated its employees with a certain degree of generosity at a time when Aundh State was still an independent principality, where income-tax was low and facilities were easily available. With the integration of Aundh into India circumstances have changed, bringing in its wake higher income-tax and larger forces of competition. The wage scales have also been enhanced by the award now before us ; a larger number would now come within the category of group 3 of Rs. 50/- and above ; and it is apparent from the award that the basic wage scales now fixed represent a fair wage for this concern in this region. We appreciate that it would be unfair to make a sharp and sudden truncation of the dearness allowance, as suggested by the employers, but the claim of the employers for rectification of the existing anomaly cannot be denied.

18. Normally the rate of dearness allowance decreases with the rise in salary after a point, whereas in this Company it is not so. We find that the normal rate of dearness allowance in Sholapur is roughly 2/3rds that of Bombay. Mr. Sule claims that he should get the Sholapur rate of neutralization of 66.6% for the lowest paid workmen or otherwise the minimum scale becomes a farce, and in fact he asks that the dearness allowance should be the same as that of the Sholapur textile mills for workmen drawing less than Rs. 50/-. No contends that at present the employees are getting 62% of Sholapur neutralization which he says means that the neutralization in their case is only 48.15%. It is however agreed by both the parties that a comparison of Kirloskarwadi with Sholapur is fair, and that a decision on those lines would be justified. Mr. Sule in any event contends that the employees should not get anything less than what they receive at present by way of dearness allowance.

19. Mr. Narayanaswamy in reply has contended that Satara and Kirloskarwadi were always linked with Sholapur, and that the cost of living at Kirloskarwadi is 15% less than at Sholapur, and the cost of living at Sholapur is 66% of Bombay. He would therefore fix the dearness allowance according to the report of the Standardization Committee, page 73.

20. Let us then examine the position : The workmen of the concern have been divided into three groups according to salary. The first group drawing up to Rs. 25/- per month, the second group from Rs. 26/- to 50/-, and the third group 51 and above. The first group is practically nonexistent as the basic salary of the lowest paid employee has now been raised to Rs. 26/- per month. We are therefore concerned only with the second and third groups. At present the second group receives dearness allowance at the rate of Re. 1/4/- per rise of 7.5 points over the base index of the Sholapur cost of living (i.e. 73). A person in this concern drawing Rs. 50/- gets a dearness allowance of Rs. 42/- whereas in the Cooper Engineering Works at Satara it is Rs. 32/8/-, in the Ogalewadi Glass Works at Ogalewadi Rs. 30/-, in the larger engineering concerns in Bombay Rs. 56/6/-, and in the smaller engineering concerns in Bombay between Rs. 37/9/- and Rs. 47/15/-. We are therefore of the view that no increase in the dearness allowance would be justified for the category of workmen drawing salary up to Rs. 50/- a month, and we are unable to grant Mr. Sule's claim on this point.

21. Upon a careful consideration of the Company's claim and the contentions of the employees we are of the opinion

that the following scheme of dearness allowance would provide adequate neutralization in the cost of living for the employees of this concern :

- (a) There will be no change in the scale and scheme of dearness allowance for persons with wages or salary Rs. 100/- and below.
- (b) Persons who are drawing Rs. 101/- and above will receive dearness allowance on the following scales :
  - (i) For the first slab of 100—the dearness allowance will be calculated according to the existing scheme.
  - (ii) For the next slab of 50—50% of basic salary when the cost of living index is 323 at Sholapur.
  - (iii) For the balance above 151—25% of basic salary when the cost of living index is 323 at Sholapur.

The rates of 50% and 25% are linked to the cost of living index 323. For every rise or fall of 7.5 points from that figure there will be a rise or fall of 2½% and 2% respectively.

*Illustrations :*

- (1) For a person drawing a salary of Rs. 125/- the dearness allowance will be calculated as under :—

When the cost of living index is 323 for the first slab of Rs. 100/- of his salary he will get Rs. 84/-. For the balance Rs. 25/- he will draw 50% of 25 i.e., 12½. So the total dearness allowance will be 84 + 12½ i.e., Rs. 96 8/9/-.

- (2) For a person drawing Rs. 175/- the dearness allowance will be calculated as under :—

For the first 100—84. For the next 50—50% i.e., Rs. 25/- and for the balance Rs. 25/—25% of 25 i.e., Rs. 6 4/9. Total—Rs. 115 4/9/-.

As stated above these rates of 50% and 25% will fluctuate with the cost of living index. For every rise or fall of 7.5 points there will be a rise or fall of 2½% and 2% respectively.

22. It must be clearly understood that the reduced dearness allowance is still a good deal higher than what it should be, but it has been so fixed having regard to what group 3 has been receiving in the past. Our decision is not to be taken as a precedent; it has reference to conditions which are not likely to be found anywhere else in quite the same form.

23. Mr. Sule has raised a few other points concerning the employees' appeal. He has contended that the scales which have been given by the Adjudicator are low, that the classification and fixing of workmen in the grades should not have been left to the Company and that the system of adjustment into the new scales is defective. The Adjudicator has given his reasons for fixing the scales and has made relevant comparisons to which no objection can be taken, and we cannot say that the scales which he has fixed are such that they need any alteration. As regards classification, it must be done according to the duties and responsibilities of work. Mr. Sule complains that 40% of the staff have been so fixed in the scales that they are told that they have reached the maximum. What Mr. Sule wants is that the Company should take the pay of every worker before the award, and find out the highest scale within which he can be fixed. But scales do overlap, and there may be two or more scales in which a particular employee could fall. That does not mean that he must necessarily be fixed in the lower or higher scales, but his scale must be such as would be in keeping with his duties and responsibilities. We cannot reasonably interfere in matters of this sort without materials before us. The Adjudicator has given directions which in our view are reasonable and we have no reason to hold that such directions have not been implemented.

24. Mr. Sule's next complaint is that according to the award at page 4475 there is a bar imposed upon non-matriculates from getting beyond the maximum of Rs. 100/-. This is a misapprehension, and Mr. Narayana-Swamy for the Company agrees that they are not barred from proceeding to Grade III if they are considered fit.

25. The last point urged by Mr. Sule is that the retrospective effect of the award should have been given from 1st August 1949 and not from the 2nd June 1950. The date of the reference is 2nd June 1950, and there are no circumstances which in this case would indicate that we should give retrospective effect prior to that date.

26. The appeals are decided as aforesaid. No order as to costs.

K. P. LAKSHMANA RAO,  
President.  
F. JEEJEEBHoy,  
Member.

Appeal (Bom) No. 272 of 1951.  
The Indian Hume Pipe Co. Ltd.,  
Bombay.

Appellants.

*Versus*

The workmen (monthly rated) employed under it at its factory at Wadala, Bombay.

Respondents.

Appeal (Bom) No. 281 of 1951.

Workmen (monthly rated) employed under the Indian Hume Pipe Company Limited, Bombay, who are the members of the Engineering Staff Union, Marathi Granth Sangrahala, Bhai Jivanji Lanes, Thakurdwar, Bombay 2.

Appellants.

*Versus*

- (1) The Indian Hume Pipe Company Limited, Wadala, Bombay 19.
- (2) Workmen (monthly rated) who are not the members of the Engineering Staff Union and who are in the employment of Respondent No. 1.

In the matter of appeals against the award of the Industrial Tribunal (Shri I. C. Thakore) Bombay, in Reference (IT) No. 82 of 1950 dated 13th August 1951.

The 19th day of May 1952.

*Present*

Mr. K. P. Lakshmana Rao, President.

Mr. F. Jeejeebhoy, Member.

*Appearances :*

For the Appellant in Apl. (Bom) Mr. K. S. Mehta, Administrative No. 272/51 and for Respondent No. 1 Officer of the Company, in Apl. (Bom) No. 281/51.

For the Respondents in Apl. (Bom) Mr. K. K. Khadilkar with Mr. Ram No. 272/51 and for Appellant in Apl. Desai, Secretary, Engineering (Bom) No. 281/51 Mazdoor Sabha.

For Respondent No. 2 in apl. No appearance. (Bom) No. 281/51

*State :* Bombay.

*Industry :* Engineering.

*Decision*

These are two appeals by the employers and the employees respectively against an award of the Industrial Tribunal, Bombay, in the matter of the monthly rated workmen of the Indian Hume Pipe Co. Ltd., Bombay and its employees of the Wadala factory near Bombay.

2. We shall first take the appeal of the employers and deal with the points raised by them.

3. It is the contention of the employers that the adjudication concerning the supervisory staff had been made without jurisdiction. A Full Court of this Tribunal has held that it is not valid to raise a claim under the Industrial Disputes Act relating to a person other than a 'workman' (Appeal No. Cal-24/51, etc). The award in so far as it gives directions or deals with matters relating to employees other than workmen must be set aside.

4. On the question of scales the employers contend that again the Tribunal has acted without jurisdiction. The demand in respect of A grade clerks was for a scale of Rs. 100/- to Rs. 370/-, whereas the scale which has been given is Rs. 125/- to Rs. 310/-. There is no doubt much to be said for the view which the Adjudicator has taken that he should award to the clerical staff of this Wadala factory the same scale as has been given to the head office staff by the award of Shri M. C. Shah. There is, however, the fact that the workmen had claimed a minimum of Rs. 100/- and the minimum of a scale is quite as important as the scale itself; a claim as to a particular minimum is a definite demand upon which the Tribunal has to adjudicate. If, therefore, the Adjudicator as he has done in this case, has given a start of Rs. 125/- in the scale, he has in our view exceeded the terms of Reference. On the other hand it would be unwise to exceed the maximum given to the head office staff, and some adjustments are indicated. We therefore alter the senior scale of grade A as given in paragraph 47 of the award so as to read as follows :—

Rs. 100—10—190—E. B.—15—310.

5. The employers have next taken objection to the direction of the Adjudicator in paragraph 49 of his award to the effect that Shri P. S. Pandit, an employee of the

Company, should be put at least in the senior grade. There was no claim for fixing individuals into the grades, and there were no circumstances that we can perceive which would have justified the Adjudicator in giving this gratuitous direction. We therefore direct that the last portion of paragraph 49 relating to Shri Pandit be deleted.

6. The Adjudicator has given a special scale of Rs. 65—140 to grade II clerks in paragraph 50 of his award. This relates to certain clerks who have not sufficient working knowledge of English and who for similar other reasons cannot be utilised in the general category of clerks. It is not a case of perpetuating English in the concern as has been suggested by the employers; it is just a case of inability to absorb these particular individuals for the normal work of clerks. It is urged on behalf of the employees that they did not ask for this category and that it should not have been given. The Adjudicator, however, was within his rights to consider the question of such an additional grade, and we do not propose to interfere in the matter. This new grade provides a helpful avenue for the promotion of peons, and we do not think that there is substance in the contention of the employers that it would be wrong to close this grade against everybody except peons, for there is, as the Adjudicator says, a possibility (even though it is a mere possibility) of the abuse of this grade in order to get clerks at a cheap rate. It is not correct to say that all the five or seven persons in this grade are fit to be in the normal category of clerks: the Company must assess the qualifications and abilities of each one of them and try to give them promotion as early as possible.

7. The employers have taken objection to the scale given to the cashier but we see no reason to interfere with it. As to the scales of the motor mechanics the employees agree that it should be Rs. 80—4—120, which is hereby awarded.

8. The next ground of appeal of the employers relates to the scheme of adjustment for fixation into the new scales. In paragraph 75 of the award the Adjudicator has stated that the workmen desired point to point adjustment which he was not prepared to give, but he felt that some kind of adjustment was necessary if the majority of the workers were not to be deprived of the benefits of the wage scales prescribed by him; in effect he adopted the adjustment given by Shri Shah by his award in the case of the Head Office staff, by which three increments could be earned by a person who had put in 4 years' service. There are, however, certain employees in the concern who already receive a high basic wage, and it is said that in practice even point to point adjustment in the scales would not exceed their present salary. The employees claim that the increments granted by way of adjustment should be added to the present salary (no matter how high it may be), but that is clearly not the intention of the Adjudicator, and would be contrary to his scheme. Point to point adjustment was the claim, and no one should therefore be entitled to more than what point to point adjustment would have given him, subject to his retaining his present salary. This is the only direction that is necessary under this issue.

9. There is a complaint by the employers on the question of sick leave and casual leave. The Company allows casual leave with pay and dearness allowance of 15 days in the year, and this casual leave apparently includes sick leave. In the Head Office award Shri Shah retained the casual leave and has awarded sick leave over and above it to the extent of 21 days with half pay in a year. The Adjudicator has observed that it is usual to give 7 days' casual leave with full pay and dearness allowance, and 7 days' sick leave with full pay and dearness allowance or 14 days' sick leave on half pay. He adverts to the fact that by its very nature casual leave is non-cumulative, but saying that since the present casual leave can be termed casual-cum-sick leave he directs the Company to allow this leave to be accumulated for a period not exceeding 30 days. This matter does involve a substantial question of law in that casual leave which is essentially non-cumulative has been allowed to be accumulated. We direct that of the 15 days given for casual leave plus sick leave 7 days shall be casual leave and 8 days sick leave and that sick leave may be accumulated for a period of 20 days.

10. In paragraph 121 of his award the Adjudicator has referred to the fares to which an employee is entitled on transfer. He has adopted the Bombay Civil Service Rules Manual as his guide and has directed that on transfer a clerk should be given 3 fares of the class to which his grade entitles him and one fare for each adult member of his family and half fare for each child if they accompany him. Family for this purpose to mean the employee's wife, legitimate children and step children including an adopted son residing with and wholly dependant upon him, but does not include adopted mothers, step

mother, or such other dependents. We cannot agree that a comparison with those governed by the Bombay Civil Service Rules is justified, and we are of the view that three fares are excessive. Upon consideration we direct that the workman shall be entitled to 1½ times the fare of the class to which his grade entitles him, as claimed, and that the rest of his family and dependents as stated above would be entitled to a single ticket.

11. Lastly the employers appeal against the grant of gratuity on the ground that their financial position precludes this additional burden. Gratuity is a long term arrangement, and the concern is on a sound footing; we see no reason to interfere with the grant of gratuity which has become a common feature of adjudications. There are no grounds for postponing the scheme of gratuity for this concern.

12. As regards the employees' appeal (Appeal No. 281/51), the main ground concerns the question of bonus. The Adjudicator in a carefully considered decision on this point has come to the conclusion that the employees' claim to bonus at the rate of 1/3rd of the annual total earnings for each of the years 1946-1947 and 1947-1948 cannot be granted. The profits of the year 1946-47 were not sufficient even for a reasonable return on the paid up capital, and the question of directing the payment of any additional bonus beyond the bonus equivalent to 20 days' wages voluntarily given by the Company just does not arise.

13. In 1947-48 the Company's profits were limited to Rs. 96,139/-, and even if certain other calculations of the employees were accepted in toto and the profits ascertained at Rs. 4,98,799/-, there would be a surplus of only Rs. 68,000/- after deducting a reasonable return on paid up capital and without other prior charges. The workmen have received 15 days' bonus for Independence Day, and the Adjudicator was correct in the view that he took that no bonus was permissible on the state of the accounts. A number of contentions were raised attacking the accounts, just as they had been raised before the Adjudicator and have been dealt with by him in the award. We agree with the Adjudicator that most of the contentions have no substance in them, and that in any event the points which have been raised do not materially affect the "available surplus" out of which bonus may be paid. We may not agree with all the reasoning of the Adjudicator, but we are in general agreement with his conclusions on this question of bonus.

14. The employees have next urged that the scale of Rs. 75—130 awarded to the Mistries is not sufficient. It is said that Burmah-Shell gives Rs. 80/- to Rs. 170/- for different classes of Mistries, but we see no reason to interfere with what the Adjudicator has given. Mr. Thakore himself gave the award in the Burmah-Shell adjudication, and therefore he must be presumed to have given a lesser scale here for good and sufficient reasons.

15. The employees have withdrawn their ground of appeal as to electricians and wiremen, and so we shall next deal with their claim that the retrospective effect of the salary scales should have been given from 1st July 1949. For reasons which he has stated, and which we consider to be sound, the Adjudicator has applied the scale from 1st July 1950 while the date of the Reference is 13/5/1950. We see no reason to interfere with this.

16. As regards fixation into the new scales, the employees claim that they should have been allowed point to point adjustment; they also object to item (IV) of the scheme of adjustment which says that if the present salary of an employee is higher than the salary he would be entitled to under the prescribed scale then there would be no cut in existing salary and he would be stepped up to the nearest increase, but in no case will an employee get, by virtue of the adjustment, a salary higher than the maximum of his prescribed scale. It is urged that this is in contradiction of item (i). We do not agree. We have already referred to this subject when dealing with the employer's appeal, and we see no reason to temper with the scheme as given by the Adjudicator save and except for an elucidation which we have considered necessary.

17. On the question of dearness allowance the employees have urged that retrospective effect should be given from the same date on which the new salary scales have come into existence, namely, 1st July 1950; whereas the Adjudicator has given it from 1st January 1951. We consider it logical that the retrospective effect of the dearness allowance should begin from 1st July 1950 which is the same date on which the new scales came into force, and we direct an alteration accordingly. The second point on the question of dearness allowance is the contention of the employees that it is too low. The employees asked for the scale given to Alcock Ashdown or Greaves Cotton and Company. It is contended that the minimum basic pay in Greaves Cotton is Rs. 30/- and the

dearness allowance Rs. 58/8/-, whereas in this concern the minimum basic pay is also Rs. 30/- but the dearness allowance is only Rs. 40/- above 300 points and Rs. 35/- below that. The employees ask that they should be given the full textile scale for the lower paid staff getting up to Rs. 50/-. They also ask for 70% of salary subject to a minimum of Rs. 60/- for those earning between Rs. 51/- and Rs. 200/- and above that Rs. 140/- per month. It has been pointed out to us with considerable force that the daily rated workers in the factory get the textile scale of dearness allowance, and the basic in the factory is Rs. 30/-. We are of the view that this subject requires reconsideration. Wadala is in Greater Bombay, and dearness allowance is given in order to neutralize the cost of living. Engineering concerns have been giving the textile scale for the lower paid staff and there is no reason why the same scale should not be applicable to the lower paid staff of this concern, unless the Company's finances are such that they are unable to bear the burden. As to that, the Company has established itself, has expanded its business, and has of late made substantial profits. There is, therefore, no reason for the lower dearness allowance in this concern. It is true that in the years for which bonus had been claimed the profits were negligible, but the Company is now doing well and should pay an adequate dearness allowance. During the course of the hearing the employers intimated that they had no objection to the lower grade staff (peons, watchmen, mails, sweepers, etc.) getting the same dearness allowance as the factory workers, and it is ordered accordingly. As for the other categories upon a careful consideration we do not think that there are any grounds for a change.

18. The employees have not pressed their appeal as regards special and Bombay allowance nor as to retrenchment relief.

19. On the question of gratuity the employees ask that the half month's salary or wages for each continuous year of service given in the scheme of gratuity should be increased to one month, but we see no reason to do so. It has also been contended that gratuity should not be denied to those persons who have been dismissed for misconduct. We do not propose to interfere with this condition which we ourselves have approved in schemes of gratuity.

20. The appeals are therefore allowed as stated above and are otherwise dismissed. No order as to costs.

K. P. LAKSHMANA RAO,  
President.  
F. JEEJEEBHoy,

Member.

Appellants.

Respondents.

Appellants.

Respondents.

**Decision**  
These two appeals are by the Indian Hume Pipe Co. Ltd., and its employees respectively against an award of the Industrial Tribunal, Bombay, in the matter of the disputes between the daily rated workmen employed at the factory at Wadala, Bombay, and their employers.

2. The employers have raised two principal grounds of appeal : (1) Gratuity and (2) Adjustment into the new scales.

3. As regards gratuity the employers contend that no scheme of gratuity should have been granted as the Company has no capacity to pay. In appeals (Bom) Nos. 272 and 281 of 1951 concerning the monthly rated staff we had occasion to consider the capacity of this concern to pay, and we accordingly hold that there is no substance in the contention of the employers on this point of appeal.

4. As regards adjustment the Adjudicator at paragraph 14 of his award has fully considered this subject. He has disallowed the claim of the employees to a point to point adjustment; he has taken into account the fact that there was an agreement between the Union and the Company some time in March 1949 as a result of which all workers were given an additional increment of four annas with a view to bringing up their level of wages; and he has therefore decided against adjustment as given to the monthly rated staff; but nevertheless he felt that some adjustment was necessary if the senior workers were to benefit from the new scale. He has accordingly given additions of increments according to the length of service. We are of the view that he was right in doing so and the employers' appeal therefore fails.

5. The employees have pressed the following grounds of appeal : (1) scales of pay (2) adjustment and increments (3) retrospective effect of the award (4) gratuity and (5) bonus.

6. The question of bonus has been discussed by us in the appeal concerning the monthly rated staff and the same conclusions apply here.

7. As regards the scales, the Adjudicator has given to the lowest grade employee the scale of Rs. 1/2/6 rising by one anna to Re. 1/12/6. Objection is taken on behalf of the employees that the minimum of the scale is low and that it should have been at least Re. 1/4/-. This Company in common with the larger engineering concerns in Bombay pays the full textile scale of dearness allowance. As has been stated by the Adjudicator the Company is a large engineering unit with a paid-up share capital of Rs. 80 lacs, and has been in existence for more than 25 years, and taking all these factors into consideration the Adjudicator has given a minimum wage of Rs. 1/2/6. It has been urged before us that Larsen & Toubro pay a minimum wage of Re. 1/4/-, May and Baker—Re. 1/6/-, Volkart Bros., Re. 1/8/-, Allen Berry & Co., Re. 1/6/-, Premier Automobiles—Re. 1/4/- and Indian Vegetable Products—Re. 1/5/-. The smaller concerns seem to be paying Re. 1/2/6. It does appear to us that by comparison with engineering firms this is a concern where a minimum pay of Re. 1/4/- would be well justified. We would therefore increase the minimum wage of the unskilled from Re. 1/2/6 to Re. 1/4/-.

8. It has next been urged by the employees that the scale of the semi-skilled, Re. 1/8/- to 2/7/-, is too low, and that the increment of one and a half anna should be at least 2 annas. After arguments it was agreed before us that the scale of Larsen & Toubro for the semi-skilled should apply, viz., Re. 1/10/- rising by one and a half annas increment to Rs. 2/6/-; and it is ordered accordingly.

9. The Adjudicator has given to the skilled category Rs. 2/2/- to Rs. 3/14/-, and it is urged on behalf of the employees that in most concerns it starts with Rs. 2/8/- rising by increments of three annas. The scales of Larsen and Toubro in this category start with Rs. 2/8/- and the maxima are Rs. 3/2/-, Rs. 4/1/- & Rs. 5/1/- respectively. The scale of May and Baker starts with Rs. 3/-, Metal Box Co., Rs. 2/8/-, Volkarts Rs. 3/-, Allen Berry & Co. Ltd., Rs. 3/-, Hasanbhoy Jetah Rs. 2/8/-, Premier Automobile Ltd., Rs. 3/1/-, Bombay Engineering & Metal Works Ltd., Rs. 2/8/- and Bombay Metal and Alloys Mfg. Co. Ltd., Rs. 3/-. On behalf of the employers it was stated that the Adjudicator had visited the factory and had seen the processes and the work of the staff in the presence of members of the Union and had given his scales accordingly. But it is difficult to accept that the skilled category in this concern is of a lower order as to work or responsibilities than in the other concerns to which we have just referred. Satisfied as we are that the concern is large and expanding, and that in the last two years it has made substantial profits, we do not see why the minimum of the skilled scale should not be Rs. 2/8/- rising to the maximum which the Adjudicator has given; and we direct accordingly.

Appeal (Bom.) No. 284 of 1951.

The Indian Hume Pipe Co. Ltd., Construction House, Ballard Estate, Bombay.

*Versus*

The Workmen (daily rated) employed under it at its factory at Wadala, Bombay.

Appeal (Bom.) No. 285 of 1951.

Workmen (daily rated) employed under the Indian Hume Pipe Company Limited, Bombay, and who are the members of Engineering Mazdoor Sabha, Kamgar Sadan, Nawab Tank Road, Mazagaon, Bombay 10.

*Versus*

(1) The Indian Hume Pipe Company Ltd., Antop Hill, Wadala, Bombay 19.

(2) Workmen (daily rated) who are not the members of Engineering Mazdoor Sabha, and who are in the employment of Respondent No. 1.

In the matter of appeals against the award of the Industrial Tribunal (Mr. I. G. Thakore) Bombay, in Reference (IT) No. 93 of 1950, published in the Bombay Government Gazette dated 13th September 1951.

*The 19th day of May 1952.*

*Present*

Mr. K. P. Lakshmana Rao, President.

Mr. F. Jeejeebhoy, Member.

**Appearances :**

For the Appellants in Appeal No. 284 Mr. K. S. Mehta, Administrative Officer, and Respondent No. 1 in Appeal No. 285 of 1951.

For the Appellants in Appeal No. 285 Mr. K. K. Khadilkar with Mr. and Respondents in Appeal No. 284 R. D. Patel, Secretary of 1951. Engineering Mazdoor Sabha.

For Respondents No. 2 in Appeal No. 285 of 1951. No Appearance.

**State :** Bombay.

**Industry :** Engineering.

10. The next point pressed on behalf of the employees concerns their claim for point to point adjustment. We have examined the scheme and we are not prepared to say that it is wrong. All material factors have been considered by the Adjudicator and he has arrived at what he considers to be an equitable method of adjustment. This ground of appeal is therefore disallowed.

11. Lastly it has been urged that whereas the monthly rated staff received retrospective effect from 1st July 1950 the daily rated staff have been given retrospective effect from 1st January 1951. The dispute arose in November 1949 and the Reference was made on the 29th May 1950. On behalf of the employers it has been urged that the employees had already received four annas increment according to the agreement of March 1949, and they were getting the usual two annas biennial increment, and the employers therefore contend that it would be unfair to give retrospective effect from any earlier date. The Adjudicator has fully considered this question in paragraph 15 of his award, and we see no reason to differ from the view which he has taken.

12. The employees' appeal on the question of gratuity is the same as raised in the case of monthly rated staff on which we have already given a decision; and the same decision applies here.

13. The appeals are therefore allowed to the extent stated above and are otherwise dismissed. No order as to costs.

K. P. LAKSHMANA RAO,  
President.  
F. JEEJEEBHOY,  
Member.

Appeal (Bom.) No. 286 of 1951.

Caltex (India) Ltd. Bombay, Caltex  
House, Ballard Estate, Bombay.

Appellants.

Versus

(1) Workmen employed under Caltex  
(India) Ltd., represented by Petroleum  
Workers' Union, Bombay.

(2) Augustian Jerome D'Lima, Bombay.

(3) Sadashiv Trimbak Gupte, Bombay.

2nd and 3rd respondents representing workmen employed under Caltex (India) Ltd., not represented by the Petroleum workers' Union.

In the matter of an appeal against the award (Part I) of the Industrial Tribunal (Mr. I. G. Thakore) Bombay, in Reference (IT) No. 122 of 1950, published in the Bombay Government Gazette dated 2nd August 1951.

The 16th day of May 1952

Present :

Mr. K. P. Lakshmana Rao, President.

Mr. F. Jeejeebhoy, Member.

Appearances :

For the Appellants :—Advocate : Mr. N. A. Palkiwalla.

Solicitors : Messrs. Crawford, Bayley & Co.

For the Respondents :—(1) Counsel : Mr. A. S. R. Chari.

Advocate : Mr. N. S. Giradkar. Also Mr. G. Sundaram, President  
Petroleum Workers' Union.

(2) & (3) No appearance.

State : Bombay.

Industry : Minerals & Metals (Oil).

Decision

This is an appeal by Caltex (India) Limited, Bombay, against an award of the Industrial Tribunal, Bombay, in the matter of an industrial dispute with its employees concerning grades and scales of pay, dearness allowance, etc. Three ground of appeal have been pressed before us : (1) that the existing scales of pay should not have been altered, (2) that the Tribunal ought not to have considered claims made by or on behalf of persons who are not 'workmen', and (3) that the scheme of gratuity given by the Adjudicator should be altered.

2. There was a previous award of Mr. Bakhlé concerning this Company. It was made on 19th January 1949, was duly published on 27th January 1949, and was effective for a year thereafter. Before the expiry of that year, on 21st December 1949, the employees made a fresh set of demands, and a reference thereon was made to the Industrial Tribunal (this time Mr. Thakore) on 7th July 1950. In the meanwhile during the year 1949 two separate references had been heard by Mr. Thakore concerning the wage scales and other matters concerning the Burmah-Shell and Standard Vacuum Companies and their employees. In effect, after the termination of Mr. Bakhlé's award in the matter of the appellant concern, the fresh reference which was made by the Government was heard and decided by Mr. Thakore, and that award is now before us.

3. Mr. Thakore in his award has in the main applied to the appellant concern the wage scales which he had given to the employees of Burmah-Shell and Standard Vacuum with such modifications as were necessary. Council for the appellant has referred us to our decision in the Army and Navy Stores case where we observed : "Normally, a basic wage once fixed should stand for a reasonable period of time unless some substantial change intervenes", and he has contended that the Adjudicator ought not to have disturbed the wage scales fixed by Mr. Bakhlé in the previous adjudication of 1948-49. The circumstances however are different in this case. The three concerns, Burmah-Shell, Standard Vacuum and Caltex, between them supply India's requirements of petroleum and petroleum products. As distributors, all the three of them have very large resources, and even if we accept that the business of Burmah-Shell is six times that of Caltex as has been urged before us, the fact remains that even so Caltex carries on a large and prosperous business. For the purposes of a wage scale we do not see any appreciable difference in the capacity to pay between these three concerns. Between them they encompass the whole of the distribution of petroleum products in India, and each is in itself a unit capable of paying a high scale of fair wages. We do not see how Mr. Thakore could have done otherwise than what he has done. It is true that even before Mr. Bakhlé's award had run its course of one year, fresh demands had been made by the employees; but the fact remains that the Government referred the dispute to the adjudication of Mr. Thakore, and the Adjudicator was bound to decide the Reference to the best of his ability. Having previously determined the wage scales of Burmah-Shell and Standard Vacuum he could not in all conscience hold the employees of Caltex to the wage scales given them by Mr. Bakhlé's award. We must not be understood to mean that whatever is given to the employees of Burmah-Shell and Standard Vacuum must necessarily always be given to the employees of Caltex, for each case must be decided on its own merits. On the other hand, apart from Mr. Thakore's being fettered by his previous decisions in the cases of Burmah-Shell and Standard Vacuum, we have independently examined the scales which have been given, and we cannot say that they are unreasonable. Indeed it must be said to the credit of Caltex that their maxima were in many cases higher and they had been giving higher increments too, but the minima are equally important. It has been next suggested that the Adjudicator did not consider the question of duties and responsibilities of the different categories; but the broad fact remains that all the three concerns carry on similar type of business and the duties and responsibilities of the several categories in this concern and in the other two concerns must obviously be comparable. We are therefore unable to accept the contention of the Company that its wage scales have been fixed on any wrong principles or are too high for a concern of its capacity. The result of the award is no doubt the creation of greater uniformity in the wage scales of these three concerns; but it cannot be said that such uniformity has been achieved by the application of any wrong principles or by the imposition of any unjust wage scales.

4. The second point raised by the applicant is to the effect that the Tribunal had no jurisdiction to adjudicate upon the claim of those who were not "workmen" within the meaning of the Act. A Full Court of this Tribunal has now held that under the Industrial Disputes Act a dispute cannot be raised or pursued by or on behalf of a person who is not a "workman" as defined by the Act. We therefore set aside those parts of the award which deal with the claims made by or on behalf of the persons who are not "workmen" and all directions concerning or affecting them.

5. The last ground of appeal is on the question of gratuity. Mr. Bakhlé in his award had framed a scheme of gratuity for the clerical staff but not for the Labour or service staff. For the latter the Company had a 'Termination Allowance Scheme' started in 1943 which Mr. Bakhlé adopted. At the end of the period during which Mr. Bakhlé's award was operative, the Company gave notice of termination of the gratuity scheme which Mr. Bakhlé had given to the employees of General and District Offices, clerical and supervisory staff at Bombay Terminals and at Santa Cruz Aerodrome. The Adjudicator has now given to all the employees the same gratuity scheme which Mr. Bakhlé had given to a limited section of the employees. It is asked on behalf of the appellant whether it is open to one Adjudicator so easily to upset another Adjudicator's long term scheme of gratuity. There is no doubt as to the answer. The 'Termination Allowance Scheme' was defective in material points. Apparently it had been started by Standard Vacuum and ultimately abandoned by them. Be that as it may, the 'termination allowance scheme'

in so far as it was a scheme of gratuity, made no provision whatsoever for payment of gratuity to persons who died or became permanently disabled, or who voluntarily retired after 15 years' service or even for those who had to retire at the age of 55. It made provision only for those persons whose services were terminated by the Company. We entirely agree with the Adjudicator that the 'termination allowance scheme' fails as a scheme of gratuity, and the Adjudicator was quite correct in adopting the scheme of Mr. Bakhle. There is however one point which has been urged on behalf of the Company which has to be considered. The Adjudicator has directed that where an employee's misconduct has resulted in loss or damage to the Company the employee shall be liable to forfeit the whole or part of the gratuity which would otherwise become payable to him. Our attention has been drawn to the gratuity scheme which we gave to the employees of the Army and Navy Stores and in which we provided that no gratuity shall be payable in cases where an employee had been dismissed for misconduct, for we took the view that to justify dismissal the misconduct must necessarily have been serious. Mr. Chari on behalf of the employees has contended that the dismissal may arise out of some harmless and foolish act, and he gave as an example an assault on the manager in a fit of temper, for which he rightly agreed that the punishment would be dismissal. We have given consideration to this subject, and we are not prepared to depart from the view which we have already taken. The direction of the Adjudicator on this point will therefore be altered to read as follows :—

"Gratuity shall not be payable to any employee who is dismissed for misconduct."

6. The appeal is therefore allowed to the extent stated and is otherwise dismissed. No order as to costs.

K. P. LAKSHMANA RAO,  
President.  
F. JEEJEEBHOY,  
Member.

**MINISTRY OF COMMERCE & INDUSTRY**  
**Office of the Textile Commissioner**

**NOTIFICATIONS**

*Bombay, the 1st May 1952*

**No. TCS-II/Tec. 3.**—In pursuance of clause 4 of the Cotton Textiles (Export Control) Order, 1949, I hereby permit—

- (i) any producer to deliver to any exporter any yarn described in the Schedule below in performance of any contract of sale entered into by them on or before 30th April 1952 against a valid export license issued to the said exporter on or before the same date, provided that such yarn is so delivered not later than the 30th June, 1952;
- (ii) any producer to export any such yarn against an export licence issued to him on or before the 30th April, 1952;
- (iii) any exporter who has obtained delivery of any such yarn under item (i) above to export.

notwithstanding that such yarn has been marked with prices.

2. And further in exercise of the powers conferred on me by sub-clause (i) of clause 5 of the said Order, I exempt any yarn exported or delivered for export as above from the provisions of the said sub-clause.

**Schedule**

All yarn packed for sale in India in April, 1952 or earlier—

- (a) made from Indian cotton, where such yarn has accrued or will accrue to the producer concerned for sale to buyers of his own choice in accordance with the provisions of Textile Commissioner's Circular No. CYC-10/86 dated 1st April, 1952.
- (b) made from Foreign Cotton, where such yarn is permitted to be disposed of to buyers of the producers' own choice in accordance with the provisions of the Textile Commissioner's Circular no. CYC-10/86 dated 1st April, 1952.

Nothing in this Notification shall apply to yarn manufactured wholly or partly from American Subsidised Cotton.

*The 26th May 1952*

**No. T.C.(16)1/52.**—In exercise of the powers conferred on me by sub-clause (i) of clause 20-B of the Cotton Textiles (Control) Order, 1948, I hereby direct that the following amendment shall be made in the Textile Commissioner's Notification No. T.C.(16)/52, dated the 23rd April 1952, namely :—

In the said notification the following proviso shall be added, namely :—

"Provided that where the producer has less than 10,000 spindles in his undertaking, he may utilise 3,000 or 50 per cent. of the number of spindles in his said undertaking, whichever is higher, for the purpose of spinning staple fibre".

M. R. KAZIMI,  
Joint Textile Commissioner.

**DIRECTORATE GENERAL OF SUPPLIES AND DISPOSALS**

**NOTIFICATIONS**

*New Delhi, the 24th May 1952*

**No. A-1/1(120).**—Mr. S. Venkataraman, Assistant Director of Supplies (Grade II) in the Directorate General of Supplies and Disposals, New Delhi, has been granted earned leave for 41 days from the 14th April 1952 to the 24th May 1952 with permission to affix Sundays on the 13th April 1952 and the 25th May 1952 to the leave.

*The 28th May 1952*

**No. A-15/28(24).**—Mr. C. P. Jacob, a permanent Grade III Officer of the Central Secretariat Service (Officiating in Grade II) and working as Section Officer in the Directorate General of Supplies and Disposals, New Delhi, was granted earned leave for 35 days from the 1st December, 1951 to the 4th January, 1952.

**SHIV CHARAN SINGH,**

*Director (Administration & Co-ordination),  
for Director General of Supplies and Disposals.*

**SURVEY OF INDIA**

**NOTIFICATIONS**

*Dehra Dun, the 28th May 1952*

**No. 2171/P.F.**—Shri C. P. E. Davenport, Superintending Surveyor, Survey of India is granted under the Fundamental Rules leave on average pay on Medical Certificate for two months with effect from the 12th March 1952.

There is no likelihood of the officer returning to a post carrying a lower rate of pay on termination of the leave.

The Officer is likely, on the expiry of the leave, to return to duty at Bangalore, from where he proceeded on leave.

*The 30th May 1952*

**No. 2172/P.F.**—Shri A. L. Sood, Electrical Engineer, Survey of India is granted under the Revised Leave Rules, 1933, earned leave for 34 days from 28th April 1952 to 31st May 1952 with permission to prefix and affix Sundays on 27th April 1952 and 1st June 1952 to the leave.

**GAMBHIR SINGH,**

*Colonel,*

*Offg. Surveyor General of India.*

**OFFICE OF THE DIRECTOR GENERAL OF ARCHAEOLOGY IN INDIA**

**(Archaeology).**

**NOTIFICATIONS**

*New Delhi, the 27th May 1952*

**No. 1A/22/52-6950.**—Dr. Y. D. Sharma on relinquishing charge of the post of Superintendent for Publications in the forenoon of the 27th May, 1952, is appointed to officiate as Superintendent, Excavations Branch, New Delhi, vice Mr. B. B. Lal transferred as Superintendent, Eastern Circle, Calcutta.

**MADHO SARUP VATS,**  
*Director General of Archaeology in India.*

New Delhi, the 27th May 1952

No. 1B/3/52-6943.—The late Mr. P. F. Lakhani, B.E., A.M.I.E., Archaeological Engineer, Department of Archaeology, New Delhi, was granted 18 days' earned leave on average pay from 2nd November to 19th November, 1951, and in continuation extraordinary leave without pay upto the 27th January 1952, the day on which he expired.

A. GHOSH,  
Joint Director General of Archaeology.

## GEOLOGICAL SURVEY OF INDIA

### NOTIFICATIONS

Calcutta-13, the 27th May 1952

No. 6660.—Director, Geological Survey of India, has been pleased to grant to Mr. B. N. Jayaram, Assistant Geologist, Geological Survey of India, earned leave for 48 (forty-eight) days with effect from the forenoon of the 12th May 1952 with permission to prefix the 11th May 1952 and to affix the 29th June 1952 being Sundays.

He is likely to resume his duties at Calcutta whence he has proceeded on leave.

No. 6668.—Director, Geological Survey of India, has been pleased to grant to Mr. Mohd. Ziauddin, Asstt. Geologist, Geological Survey of India, earned leave for 12 days with effect from the forenoon of the 7th February 1952.

He is likely to resume his duties at Rāmannapalem whence he has proceeded on leave.

No. 6676.—Director, Geological Survey of India, has been pleased to grant to Mr. K. S. Mahapatra, Asstt. Geologist, Geological Survey of India, earned leave for 15 days with effect from the forenoon of the 12th May, 1952.

He is likely to resume his duties at Banjari whence he has proceeded on leave.

The 28th May 1952

No. 6729.—Director, Geological Survey of India, has been pleased to grant to Mr. A. Damodaran, Assistant Geologist, Geological Survey of India, earned leave for 34 days with effect from the forenoon of the 19th May 1952 with the permission to affix Sunday, the 22nd June, 1952.

He is likely to resume his duties at Madras whence he has proceeded on leave.

N. K. N. AIYENGAR,  
Assistant Director,  
Geological Survey of India.

## DEFENCE ACCOUNTS DEPARTMENT

### NOTIFICATIONS

New Delhi, the 29th May 1952

No. 7170/29/AN.—Shri Gurmukh Singh, an accountant in the office of the Controller of Defence Accounts (Pensions), Allahabad, has been appointed until further orders to officiate as an Assistant Accounts Officer in that office with effect from 12th May 1952 (fore noon).

No. 6707/28/AN.—Shri B. D. Joshi, an Officiating Assistant Accounts Officer in the office of the Controller of Defence Accounts, Eastern Command, Meerut has been granted privilege leave from 25th February 1952 to 8th March 1952 (both days inclusive).

No. 6712/41/AN.—Shri S. P. Sarma, an Assistant Accounts Officer in the office of the Controller of Defence Accounts (Officers), Poona has been granted privilege leave from 18th May 1952 to 17th June 1952 (both days inclusive).

No. 7185/26/AN.—The undermentioned Accountants in the office of the Controller of Defence Accounts (Other Ranks), Secunderabad have been appointed until further orders to officiate as Assistant Accounts Officers in that office with effect from 1st May 1952 (fore noon):—

Shri Rawail Singh.

Shri Jagmohan Singh.

No. 7505/2/AN.—Shri C. Vembu, an Assistant Accounts Officer in the office of the Controller of Defence Accounts (Navy), Bombay has been granted privilege leave from 8th April 1952 to 19th April 1952 (both days inclusive).

No. 6711/18/A.N.—Shri G. O. Brown, an Assistant Accounts Officer in the office of the Controller of Defence Accounts (Air Force), Dehra Dun has been granted privilege leave from 19th May 1952 to 5th July 1952 (both days inclusive).

No. 7506/6/AN.—The undermentioned Accountants in the office of the Controller of Defence Accounts (Factories), Calcutta have been appointed until further orders to officiate as Assistant Accounts Officers in that office with effect from the dates shown against each:—

Shri D. R. Sobti—8th May 1952.

Shri A. C. Bhar—15th May 1952.

No. 7506/7/AN.—The undermentioned officers in the office of the Controller of Defence Accounts (Factories), Calcutta have been granted leave as shown against each:—

Shri N. Radhakrishnan, Assistant Accounts Officer—Privilege leave from 8th May 1952 to 28th June 1952 and furlough on half average salary from 29th June 1952 to 4th August 1952.

Shri B. C. Bose, Assistant Accounts Officer—Privilege leave from 15th May 1952 to 31st July 1952 (both days inclusive).

Shri S. L. Marwah, Officiating Assistant Accounts Officer—Privilege leave from 5th April 1952 to 25th April 1952 (both days inclusive).

M. L. MEHRA,  
for Controller General of Defence Accounts.

## DIRECTORATE GENERAL, ALL INDIA RADIO

### NOTIFICATIONS

New Delhi, the 26th May 1952

No. 1(1/3)SII/52.—Mr. R. L. Rau, Special Representative, News Services Division, All India Radio, is granted earned leave for 41 days with effect from the 19th May 1952 with permission to affix Sundays on the 18th May and 29th June 1952 to the leave.

No. 1(1/5)-SII/52.—Mr. M. V. Subrahmanyam, Asstt. News Editor (Monitoring), News Services Division, All India Radio, is granted earned leave for 90 days with effect from the 12th May 1952, with permission to affix Sundays on 11th May 1952 and 10th August 1952 to the leave.

2. Mr. T. K. Sharma, Sub-Editor (Monitoring) in the News Services Division, is appointed to officiate as Assistant News Editor (Monitoring), vice Mr. Subrahmanyam granted leave.

3. Mr. Harbans Singh, stenographer in the News Services Division, is appointed to officiate as Sub-Editor (Monitoring) vice Mr. Sharma appointed officiating Assistant News Editor (Monitoring).

The 27th May 1952

No. 10(4)EII/52.—Mr. Chaman Lal, officiating Project Officer, Western Project Circle, All India Radio, Bombay is granted earned leave for 31 days with effect from the 3rd May 1952.

The 28th May 1952

No. 2(1)-SI/52.—Mr. S. C. Basu, Assistant Station Director, All India Radio, Calcutta, was granted earned leave for 19 days with effect from the 29th April 1952 with permission to affix Sunday the 18th May 1952 to the leave.

No. 1(44)SII/52.—The following officers are appointed to officiate as Sub-Editors, News Services Division, All India Radio, with effect from the 20th May 1952 :—

1. Mr. M. S. Viswanathan, Sub-Editor (Tamil).

2. Mr. N. S. Bedi, Sub-Editor (Hindi).

The 30th May 1952

No. 2(1)SI/52.—Mr. P. C. Dutta, officiating Listener Research Officer, All India Radio, Calcutta, is granted earned leave for 20 days with effect from the 19th May 1952, with permission to affix Sundays the 18th May and 8th June 1952 to the leave.

The 31st May 1952

No. 10(10)EII/52.—Mr. K. R. Karve, officiating Engineer-in-Charge, 50 K.W. M.W. Transmitter, All India Radio, Calcutta, was granted earned leave for 26 days, with effect from the 15th April 1952, with permission to prefix the 14th April 1952, closed holiday, to the leave.

S. BANERJEE,  
Deputy Director of Administration,  
for Director General.

## DIRECTOR GENERAL OF HEALTH SERVICES

## NOTIFICATIONS

New Delhi, the 26th May 1952

No. 15-48/52 P.H.I.—Mr. B. S. Krishnamurty, Malaria Assistant, Malaria Institute of India, Delhi has been granted earned leave for 45 (forty five) days with effect from the forenoon of the 5th May 1952.

K. MITRA,  
for Director General of Health Services.

## CENTRAL TRACTOR ORGANISATION

## NOTIFICATIONS

New Delhi, the 26th May 1952

No. F. 3-40/52-Estt(I).—Shri B. D. Sachdeva, Assistant Engineer, was granted earned leave for 41 days with effect from the 18th February, 1952, combined with leave on half pay for 5 days with permission to prefix the 17th February 1952 (Sunday) and suffix the 3rd April 1952, being a holiday, to his leave.

The 29th May 1952

No. 3-16/52-E.I.—Shree E. G. K. Rao, officiating Divisional Agricultural Engineer, Delhi, is granted earned leave for 60 days with effect from 12th May, 1952, with permission to prefix the 11th May, 1952, (Sunday) to his leave.

On the expiry of his leave Shree E. G. K. Rao is likely to return to the same station.

C. V. NARASIMHAN,  
Chairman.

## INDIAN AGRICULTURAL RESEARCH INSTITUTE

## NOTIFICATIONS

New Delhi, the 27th May 1952

No. F. 7/12688.—Mr. R. B. Deshpande, Geneticist, is granted leave on average pay for 1 month and 17 days from 19th May, 1952 to 5th July, 1952, with permission to prefix 18th May 1952 (Sunday) and suffix 6th July 1952 (Sunday) to the leave.

No. F. 7/12692.—Dr. M. K. Hingorani, Assistant Plant Bacteriologist, is granted earned leave for 29 days from 17th May 1952 to 14th June, 1952, with permission to suffix 15th June, 1952 (Sunday) to the leave.

The 28th May 1952

No. F. 7/12797.—In supersession of this office Notification No. F.7/11084, dated the 9th May, 1952, Dr. A. B. Joshi, Assistant Cytogeneticist, is granted earned leave for 60 days with effect from 13th May, 1952.

B. P. PAL,  
Director.

## INDIAN VETERINARY RESEARCH INSTITUTE

## NOTIFICATION

Izatnagar, the 27th May 1952

No. 4413-16/G.—Shri B. R. Ramchandani, B.A., Administrative Officer, Indian Veterinary Research Institute, Izatnagar, is granted earned leave for 42 days, with effect from the forenoon of 29th May, 1952.

S. DATTA,  
Director.

## INDIAN INSTITUTE OF TECHNOLOGY

## NOTIFICATION

Kharagpur, the May 1952

No. HT/3-73/9415.—On transfer from Delhi Polytechnic Shri D. Venkateswarlu is appointed on probation as Lecturer in Chemical Engineering, Indian Institute of Technology, Kharagpur, with effect from the 10th March, 1952 (forenoon).

J. C. GHOSH,  
Director.

## MINISTRY OF COMMUNICATIONS

## NOTIFICATION

New Delhi, the 31st May 1952

No. STA 75-3/52.—In supersession of this Ministry's Notification No. STA 75-3/52, dated the 8th May 1952, Mr. Uma Shankar, Director of Phones, Posts and Telegraphs Directorate, is granted earned leave for 41 days with effect from the 26th May 1952 with permission to prefix Sunday the 25th May 1952 and suffix Sunday the 6th July 1952 to his leave.

K. V. VENKATACHALAM,

Deputy Secretary  
to the Government of India.

## NOTICE

New Delhi, the 29th May 1952

No. F.73-8/51.—Postal Life Insurance Policies particularised below have been lost. Notice is hereby given that the payment of these policies has been stopped. The Director, Postal Life Insurance, Calcutta, has been authorised to issue duplicate policies in favour of the insureds. The public are cautioned against dealing with these policies:—

Number	Date	Sum assured	Name of the insured
L.C. 601	18-12-50	5,000	Major Raghbir Dass.
36605 P	21-1-48	2,000	Shri Krishan Dev Kaul.
30064 C	1-4-47	5,000	Shri Teja Singh.
3325 M	12-9-49	2,000	Mr. Cyril Alfonso Telthis.
44013 P	29-3-49	1,000	Shri Atul Chandra Roy.
1244 R	12-12-35	1,000	Shri Banarsi Dass.

P. B. LAHIRI,

Director, Postal Technical.

INDIAN POSTS & TELEGRAPHS DEPARTMENT  
Office of the Director General of Posts and Telegraphs

## NOTIFICATIONS

New Delhi, the 23rd May 1952

No. STA 100-6/52.—Mr. K. V. Raman, officiating Divisional Engineer, Phones, Delhi District, is granted leave on average pay for six weeks with effect from the 27th April 1952.

The 24th May 1952

No. STA 177-1/52.—The following officers of Telegraph Traffic Service, Class II, are permitted to retire from service from the dates shown against each:—

1. Shri L. G. DeMendonca—22nd June 1952.
2. Shri F. J. Sequeira—26th June 1952.

The 31st May 1952

No. STA 100-20/52.—Mr. Rama Kant, Divisional Engineer, Telegraphs, Planning, Bombay District, is granted earned leave for 61 days with effect from date of relief.

No. STA 100-21/52.—Mr. K. V. Rao, Planning Engineer, Calcutta Telephones, is granted earned leave for 60 days with effect from the 13th May 1952.

KRISHNA PRASADA,  
Director General.

## OFFICE OF THE DIRECTOR GENERAL OF CIVIL AVIATION

## NOTIFICATIONS

New Delhi, the 26th May 1952

No. EH. 15-14/52.—Shri G. D. Singh, Deputy Director of Air Routes and Aerodromes, Civil Aviation Directorate, was granted earned leave for 6 days with effect from the 3rd May 1952.

The 27th May 1952

**No. E(C)15-4/52(i).**—Shri B. R. V. Vardan, officiating Senior Technical Officer, Radio Construction and Development Units, New Delhi, has been granted earned leave for 34 days with effect from the 12th May, 1952, with permission to prefix Sunday, the 11th May and suffix Sunday, the 15th June 1952 to his leave.

**No. E(C)15-4/52(ii).**—Shri J. Pattabhiraman, officiating Senior Technical Officer, Radio Construction and Development Units, New Delhi, has been granted earned leave for 41 days with effect from the 12th May 1952, with permission to prefix Sunday, the 11th May, and suffix Sunday, the 22nd June, 1952 to his leave.

**No. EA11-3A/51.**—Shri A. B. Ray, Aerodrome Officer, Safdarjung Airport, New Delhi, was granted earned leave for 71 days combined with commuted leave for 19 days with effect from the 26th December, 1951, with permission to prefix the holiday on the 25th December, 1951 to his leave.

2. This office Notification of even number, dated the 12th February, 1952 may be treated as cancelled.

The 29th May 1952

**No. E(C)15-7(III)/52.**—On return from leave, Shri N. Sundaram, resumed charge of his duties as officiating Assistant Communication Officer, at Aeronautical Communication Station, New Delhi, on the 19th May, 1952 (F.N.).

The 31st May 1952

**No. E(C)15-1/52.**—Shri A. J. Srivastava, officiating Controller, Central Radio Stores Depot, New Delhi, has been granted earned leave for 45 days with effect from the 22nd May, 1952, with permission to suffix Sunday, the 6th July, 1952 to his leave.

The 2nd June 1952

**No. EA11-3/52.**—The following transfers are made:—

Name and Designation	Aerodrome to which transferred	Date of relief.	Date of assuming charge
1. Shri P. N. Krishnamma, Assistant Aerodrome Officer, Nagpur	Santa Cruz	30.4.52 (A.N.)	5.5.52
2. Shri G. V. Shandilya, Assistant Aerodrome Officer, Juhu.	Santa Cruz	6.5.52 (A.N.)	7.5.52
3. Shri T. Sivasankaran, Assistant Aerodrome Officer, Dum Dum	Agartala	5.5.52 (A.N.)	10.5.52
4. Shri A. S. Mallik, Assistant Aerodrome Officer, Dum Dum	Gaya	9.5.52 (A.N.)	15.5.52

**No. EH. 15-5/52.**—On return from leave, Shri S. C. Jain resumed charge of the duties of Assistant Superintendent in the Civil Aviation Directorate with effect from the 26th May, 1952.

T. P. BHALLA,  
Director General of Civil Aviation.

#### INDIA METEOROLOGICAL DEPARTMENT

##### NOTIFICATIONS

*New Delhi-3, the 28th May 1952*

**No. E(I).03376.**—Dr. S. M. Mukherji, M.Sc., Ph.D., Offg. Assistant Seismologist, on being relieved of his duties in the Meteorological Office, Poona, on the afternoon of the 18th April 1952, was transferred to the Central Seismological Observatory, Shillong, where he joined duty on the afternoon of the 5th May 1952.

The 31st May 1952

**No. E(I).00536.**—On return from leave granted to him in this Department Notification No. E(I).00536, dated the 14th April 1952, Dr. S. K. Pramanik, M.Sc., Ph.D. (Lond.), D.I.C., resumed duty as Deputy Director General of Observatories (Climatology) in the Meteorological Office, Poona, on the forenoon of the 19th May 1952.

**No. E(I).006245.**—Mr. P. A. George, B.A., B.Sc. (Hons.), Assistant Meteorologist, was granted an extension of commuted leave for forty-two days with effect from the 15th March 1952 in continuation of the leave granted to him in this Department Notification No. E(I).00624, dated 14th March 1952.

On the expiry of the leave, Mr. George was transferred to the Meteorological Office, Bangalore, where he joined duty on the forenoon of the 28th April 1952.

**No. E(I).01507.**—Shri K. M. Gadre, B.Ag., who was appointed to officiate as Assistant Meteorologist in this Department Notification No. E(I).01507, dated 15th November 1947, continues to officiate as Assistant Meteorologist in the Indian Meteorological Service, Class II (Central Service, Class II), until further orders. Shri Gadre remains posted at Poona.

The 2nd June 1952

**No. E(I).03281.**—Mr. S. Rangarajan, B.Sc., Assistant Meteorologist, Meteorological Office, Ahmedabad, was granted earned leave for fifteen days with effect from the forenoon of the 8th May 1952.

On the expiry of the leave, Mr. S. Rangarajan resumed duty as Assistant Meteorologist at Ahmedabad on the forenoon of the 23rd May 1952.

V. V. SOHONI,

*Director General of Observatories.*

#### FOREST RESEARCH INSTITUTE & COLLEGES

##### NOTIFICATION

*Dehra Dun, the 30th May 1952*

**No. 6439/52-Ests-22(5).**—Dr. B. K. Bakshi, Assistant Botanist (Mycology), Mycology Branch, Forest Research Institute, Dehra Dun, was granted commuted leave for days with effect from the 23rd March, 1952 in continuation of 40 days earned leave granted to him.

On return from leave Dr. B. K. Bakshi was reposted to work as Assistant Botanist (Mycology), with effect from the 15th April, 1952.

C. R. RANGANATHAN,

*President,*

*Forest Research Institute & Colleges.*

#### CENTRAL EXCISE COLLECTORATE

##### NOTIFICATION

*Allahabad, the 30th May 1952*

**No. 15.**—In partial modification of this office notification No. 13, dated the 7th May 1952, it is hereby notified that the services of Shri H. N. Sehgal, an officiating Superintendent in this Collectorate are placed at the disposal of the Narcotics Deptt.

A. V. VENKATESWARAN,  
Collector.

#### CENTRAL PUBLIC WORKS DEPARTMENT

##### NOTIFICATIONS

*New Delhi, the 27th May 1952*

**No. 02087-EIV.**—Shri H. L. Dutt, Assistant Engineer (Elect), Class II is granted extra-ordinary leave, without pay and allowances for 30 days with effect from the 1st to 30th June 1952 in continuation of the extra-ordinary leave, without pay and allowances already granted, *vide* this office notification No. 02087-EIV, dated the 19th April 1952.

The 28th May 1952

**No. 07207-EL.**—Shri M. N. Lalwani, Assistant Engineer, attached to the Development Division, New Delhi, is granted earned leave for 61 days combined with leave on half pay for 4 days with effect from the 3rd May 1952.

**No. Est. I/158.**—Mr. A. Guha has been appointed as Assistant Engineer, on probation, in the C.E.S. Class II, in the Central Public Works Department, with effect from the forenoon of the 8th May 1952.

The 29th May 1952

**No. EIV/201.**—Shri G. M. Pundlik, Assistant Architect, Central Public Works Department, New Delhi, was granted earned leave for 41 days with effect from the afternoon of the 13th May 1952.

The 31st May 1952

**No. 01727-EL.**—Mr. N. N. Khanna, Executive Engineer, Rehabilitation Division No. II, New Delhi, is granted earned leave for 21 days with effect from the 9th June 1952 with permission to prefix Sunday the 8th June 1952, to his leave.

No. 03218-E/CAW.—In partial modification of this office Memo. No. 03218-E/CAW, dated 24th April, 1952, Shri A. K. Mogre, Personal Assistant to the Superintending Engineer, Calcutta Aviation Circle, Calcutta, is granted earned leave for 52 days with effect from 5th May, 1952 F.N., with permission to prefix Sunday, the 4th May, 1952 to his leave under Revised Leave Rules, 1933.

R. P. BARMAN,  
Chief Engineer (Avn.).

ESTATE OFFICE

NOTICE AND ORDER

New Delhi, the 1st April 1952

No. 14-E.O.VII/DP(Enq)/52.—Whereas, I, L. G. Selvam, Estate Officer to the Govt. of India, being a competent authority under the Requisitioning and Acquisition of Immovable Property Act, 1952 (No. XXX of 1952), am of opinion that the property described in the Schedule here-to annexed is needed or is likely to be needed for a public purpose *viz.* proper and efficient functioning of the Government of India being a purpose of the Union and that the said property should be requisitioned;

Now, therefore, in exercise of the powers conferred upon me by sub-section (1) of section 3 of the said Act, I, the said, L. G. Selvam, Estate Officer to the Government of India, do hereby call upon Shrimati Vidyawati, being the owner/Mrs. P. N. Surty, being the person in possession of the said property to show cause within fifteen days of the date of service of this instrument upon her, why the said property should not be requisitioned and I further direct that neither the owner nor any other person shall without my permission dispose off, or structurally alter the said property or let it out to a tenant until the expiry of two months from the date of service of this instrument upon her.

Schedule

Flat No. B-39, First Floor, 'B' Block, Service Lane, Connaught Place, New Delhi complete with all appurtenances.

L. G. SELVAM,  
Estate Officer to the Government of India.

To

1. Shrimati Vidyawati, Widow of L. Bengali Mal. House No. 3401, Gali Hakim Buqa, Delhi.
2. Mrs. P. N. Surty, C/o Singer Sewing Machine Co., Connaught Place, New Delhi.
3. Whom it may concern (to be affixed to the premises).

OFFICE OF THE COMMISSIONER OF INCOME-TAX

NOTIFICATIONS

Lucknow the 27th May 1952

No. 63.—Shri R. K. Singh, Income-tax Officer, C-Ward, Lucknow was appointed to hold charge of Income-tax Officer, Sitapur, with effect from 3rd May 1952 After Noon in addition to his own duties.

No. 65.—Shri Qadir Husain, Additional Income-tax Officer, A-Ward, Banaras, was appointed to hold charge of Income-tax Officer, D-Ward, Banaras, in addition to his own duties with effect from 3rd May 1952 A.N.

No. 66.—On relief Shri A. S. Singhal, Income-tax Officer, D-Ward, Banaras, was granted earned leave for 13 days with effect from 5th May 1952 with permission to prefix and suffix Sundays, the 4th & 18th May 1952, to the leave

No. 67.—On return from leave, Shri A. S. Singhal was reposted to Banaras as Income-tax Officer, D-Ward and Shri Qadir Husain ceased to hold the additional charge of D-Ward, with effect from 19th May 1952.

A. C. BOSE,  
Commissioner of Income-tax,  
U.P. & V.P.

DEPARTMENT OF INSURANCE

NOTIFICATION

Simla. the 31st May 1952

No. 838-Ins.Adm(32)/52.—On return from leave Mr. B. Ramu, B.Sc. (Hons.), has assumed charge of the office of the Superintendent (Technical) with effect from the forenoon of the 27th May, 1952.

2. Mr. Ramu is granted an extension of earned leave for the 25th and the 26th May, 1952 in continuation of the earned leave granted to him in this Department Notification of even number, dated the 17th May 1952.

A. RAJAGOPALAN,  
Controller of Insurance.

CENTRAL WATER & POWER COMMISSION  
(Water Wing)

NOTIFICATIONS

New Delhi, the 27th May 1952

No. 350/168/52-Adm.—Shri M. R. Vinayaka is appointed temporarily as Assistant Research Officer (Materials) on the Hirakud Dam Project with effect from 5th May 1952 (F.N.).

No. 604/52-Adm.—This Office Notification No. 604/52-Adm, dated the 15th May 1952, regarding Shri P. S. Rao is hereby cancelled.

The 29th May 1952

No. 300/14/52-Adm.—On transfer from Bihar P.W.D., Shri P. K. Dikshit is appointed as temporary Assistant Engineer, Kosi Irrigation and Drainage Investigation Division with Headquarter at Patna with effect from 14th April 1952 (A.N.).

The 30th May 1952

No. 99/52-Adm.—In partial modification of this office notification of even number dated 16th May 1952, the office of the Assistant Engineer, II Sub-Division, Rajasthan Canal Project was closed at Jaisalmer on the 10th April 1952 (A.N.) and reopened at Bikaner with effect from 14th April 1952 (F.N.).

No. 350/132/52-Adm.—Shri. G. S. Thosar, Executive Engineer, Hirakud Dam Project was granted earned leave for 13 days with effect from 28th January 1952 to 9th February 1952 with permission to prefix and suffix 26th, 27th January and 10th February, 1952 respectively, to his leave.

The 31st May 1952

No. 186/12/48-Adm.—Shri A. D. Khanna, Assistant Director, Central Water and Power Commission, was granted earned leave for 31 days with effect from the 1st May, 1952, with permission to suffix Sunday the 1st June, 1952.

No. 186/86/48-Adm.—Shri P. Basu, Assistant Director, Central Water and Power Commission, was granted earned leave for 31 days with effect from the 12th May, 1952, with permission to prefix Sunday the 11th May, 1952 to the leave.

V. S. ANNASWAMI,  
Secretary,  
for Chairman,  
Central Water & Power Commission.

Hirakud Dam Project

The 26th May 1952

No. E.I-PF-153/5248.—Shri C. K. Keswani, Personal Assistant to Chief Engineer, Hirakud Dam Project was granted 20 days earned leave from 5th May 1952 with permission to prefix and suffix Sundays on the 4th and 24th May, 1952 respectively to the leave.

CHANDER BHAN,  
Administrative Officer,  
for Chief Engineer, Hirakud Dam Project.

## EASTERN RAILWAY

## NOTIFICATION

Calcutta, the 23rd May 1952

**No. ME. 130/N.**—Mr. S. K. Banerjee, Officer on Special Duty (Offg. L.G.S.), Central Part Drawing Office, Kanchrapara, had been granted 7 days leave on average pay from 15th March 1951 to 21st March 1951 both days inclusive.

The 26th May 1952

**No. EP/34/E.**—Mr. H. D. Chatterjee, Inspector of Works was appointed to officiate as Assistant Executive Engineer (Lower Gazetted Service) from the forenoon of the 12th November, 1951 and reverted to class III from the afternoon of the 21st January 1952.

**No. G/Staff/34.**—Mr. K. C. Jaini, Asstt. Executive Engineer was granted leave on average pay for 21 days with effect from the 5th June 1951 to the 25th June 1951 (both days inclusive).

**No. G/Staff/79.**—Mr. Inder Sahai, Asstt. Welfare Officer, Lillooah, was granted leave on average pay for 72 days with effect from 5th January 1952.

The 30th May 1952

**No. G/Staff/187.**—Mr. D. D. Borwanker, Probby Officer, Transportation (Traffic) & Commercial Department at present undergoing training in Lucknow Division has been granted leave on average pay for 25 days with effect from 12th May 1952.

K. B. MATHUR,  
General Manager.

## NORTHERN RAILWAY

New Delhi, the 20th May 1952

**No. 5.**—Shri B. L. Mittu, Assistant Engineer, Northern Railway, retired from Railway service with effect from 15th May 1952, afternoon.

The 21st May 1952

**No. 6.**—Shri M. L. Suri, a Class II Officer of Stores Department, Northern Railway, is appointed to officiate in Senior Scale in the same Department on this Railway with effect from 10th May 1952.

**No. 7.**—Shri K. C. Chopra, Senior Mechanical Engineer, Northern Railway, is granted leave on average pay for a period of 43 days with effect from 19th May, 1952, with permission to prefix Sunday, the 18th May, 1952.

The 22nd May 1952

**No. 8.**—Shri R. K. Puri, Officiating Assistant Accounts Officer, ex. E. P. Railway, was confirmed as such on that Railway with effect from 1st September 1951.

KARNAIL SINGH,  
General Manager.

## SOUTHERN RAILWAY

## NOTIFICATION

Madras-3, the 30th May 1952

**No. HPB(O)/16/I.**—1. Mr. A. V. Subba Rao, Offg. Assistant Engineer (Class II), returned to duty from leave on 30th April 1952, after availing 9 days' joining time from 21st to 29th April 1952. He took over charge as Assistant Engineer (Class II) with effect from the afternoon of 3rd May 1952.

2. Mr. P. V. K. Achan, Assistant Engineer (J.S.), returned to duty from leave on 9th May 1952 after availing 9 days' joining time from 30th April 1952 to 8th May 1952.

3. Mr. V. C. Damodaram, Hon. Assistant Engineer, has been promoted to officiate as Assistant Engineer (Class II) with effect from the afternoon of 21st April 1952.

4. Mr. V. R. Eswara Iyer, Assistant Engineer (Class II), reverted to Class III Service on the afternoon of 21st April 1952.

5. Mr. N. Nilakanta Sarma, Assistant Engineer (J.S.), who was granted leave on average pay for 6 days from 5th to 10th May 1952, returned to duty on 12th May 1952, 11th being Sunday.

6. Mr. M. O. Chacko, District Engineer (S.S.), who was granted leave on average pay for 13 days from 12th to 24th May 1952, returned to duty on 26th May 1952, 25th being Sunday.

7. Mr. Amarnath Sur, Assistant Engineer (J.S.), returned to duty from leave on 16th May 1952. He was relieved on the same day on transfer to the North Eastern Railway.

8. Mr. R. C. Das Gupta, Assistant Engineer (J.S.), was relieved on 20th May 1952 on transfer to the North Eastern Railway.

9. Mr. A. Ramachandra Rao, Offg. Deputy Chief Commercial Superintendent (J.A.), was relieved on 15th May 1952 on transfer to the Northern Railway.

10. Mr. P. S. Mahadeva Iyer, Assistant Traffic Superintendent (J.S.), was relieved on 20th May 1952, on transfer to the Northern Railway.

K. R. RAMANUJAM,  
General Manager.

## PORT OF COCHIN

## ORDER

Cochin, the 27th May 1952

**No. A2.2084/52.**—Janab Mohammed Abdulkader, Dredging Master, is granted leave on average pay for twenty two days from 2nd June 1952 and leave on half average pay for eight days in continuation thereof.

**No. A2/2275/52.**—Shri P. A. Bhaskaran, Labour Officer, is granted earned leave for thirty days from 28th May 1952.

M. S. VENKATARAMAN,  
Administrative Officer.

## UNION PUBLIC SERVICE COMMISSION

## Advertisement No. 22

Applications invited for undermentioned posts from Indian citizens and persons migrated from Pakistan with intention of permanently settling in India or subjects of Nepal, Sikkim or Portuguese or French possession in India. Upper age limit relaxable by 3 years for scheduled castes, tribal and aboriginal communities and displaced persons. No relaxation for others save in exceptional cases and in no case beyond three years. Particulars and application forms from Secretary, Union Public Service Commission, Post Box No. 186, New Delhi. Applications for forms must specify name of post. Closing date for applications with treasury receipt or Crossed Indian Postal Order for Rs. 7/8/- (Rs. 1/14/- for scheduled castes and tribes) 28th June, 1952 (12th July, 1952 for applicants abroad). Commission may remit genuinely indigent and bona fide displaced persons' fee. Separate application with separate fee required for each post. Candidates abroad may apply on plain paper if forms not available and deposit fees with local Indian Embassy. If required candidates must appear for personal interview.

1. (a) One Horticultural Abstractor and (b) one Systematic Pomologist, Indian Council of Agricultural Research. Temporary for 5 years but likely to continue indefinitely. Pay.—Rs. 275—25—500—30—800. Age.—Below 40 years. Qualifications.—Essential.—(For both posts) Degree in Agriculture or Botany with post-graduate training in Horticulture at recognised institution. OR Master's degree in Horticulture of recognised University.

2. One Law Officer, Central Enforcement Directorate, Ministry of Commerce and Industry. Temporary but likely to continue. Pay.—Rs. 600—40—1,000—1,000—1,050—1,050—1,100—1,100—1,150. Age.—Between 35 and 45 years. Qualifications.—Essential.—Practising lawyer of about 10 years standing with special experience in prosecution of criminal cases in sessions and high courts. Qualifications regarding length of experience relaxable in regard to those possessing really good experience in criminal cases.

3. One Photographer, Press Information Bureau. Temporary but likely to continue. In addition to interview written and practical test given to candidates. Details communicated to candidates in due course. Pay.—Rs. 350—25—500—E.B.—30—620. Higher initial pay upto Rs. 425 p.m. to specially well-qualified and experienced candidate. Age.—Between 30 and 40 years. Relaxable for Government servants. Qualifications.—Essential.—(i) Must have passed Intermediate or equivalent examination. (ii) About 3 years' experience as Press Photographer on staff of leading newspaper or news agency handling photographic services or press photographic agency. (iii) Proficiency in branches of photography including portraiture, commercial work, copying, processing, (developing, printing and enlarging) etc. Note.—Free lance photographers who produce certificates from leading newspapers showing that their photographic service has been regularly used in those newspapers may be considered.

4. Four Managers, Departmental Mail Motor Service, Bombay/Nagpur/Madras/Delhi, Ministry of Communications. Temporary but likely to become permanent. 2 posts reserved one each for scheduled castes and scheduled tribes if such suitable candidates forthcoming. Pay.—For Bombay post.—Rs. 275—25—500—E.B.—30—650—E.B.—30—800. For other posts.—Rs. 275—25—500. Higher initial pay upto Rs. 400 p.m. to specially well-qualified and experienced candidates for Delhi, Madras and Bombay posts. Age.—Below 35 years. Qualifications.—Essential.—(i) Must be qualified Automobile Engineer. (ii) About 2 years' training in holding administrative charge of Transport concern consisting of at least 50 vehicles. (iii) About 5 years' practical experience with motor firm of repute. Qualifications relaxable at Commission's discretion for candidates otherwise highly qualified.

5. 2 News Editors, News Services Division, All India Radio. Temporary but likely to continue indefinitely. In addition to interview written test will be held. Pay.—Rs. 720—40—1,000—1,000—1,050—1,050—1,100. Age.—Below 40 years. Qualifications.—Essential.—(i) At least second class Master's or equivalent Honours degree of recognised University. Relaxable in case of exceptionally qualified journalists. (ii) About 5 years' experience in journalism preferably on staff of news paper/News Agency/Publicity Organisation/Radio News Organisation. (iii) Ability to write fluently in good idiomatic English and to exercise quick and sound judgment in selection and arrangement of news. (iv) Sound knowledge of and lively interest in current Indian and World affairs.

6. One Assistant Director of Education (Planning), Delhi under Chief Commissioner, Delhi. Temporary but likely to continue. Pay.—Rs. 400—25—500—30—800. Age.—Below 45 years. Relaxable for permanent Government servants. Qualifications.—Essential.—(i) At least II Class Master's or equivalent. (ii) About 3 years' experience in educational administration. Relaxable at Commission's discretion for otherwise specially well-qualified candidates.

7. 2 Inspectors, Office of Vegetable Oil Products Controller for India. Temporary but likely to continue. Pay.—Rs. 275—25—500—E.B.—30—650. Age.—Below 45 years. Relaxable for Government servants. Qualifica-

tions.—Essential.—(i) Master's or equivalent degree in Chemistry, Chemical or Oil Technology. (ii) Adequate experience in manufacture and/or testing of vegetable oils. Qualifications relaxable at Commission's discretion for otherwise highly qualified candidates.

8. One Deputy Director (Production), Office of Textile Commissioner, Bombay. Temporary but likely to continue. Pay.—Rs. 600—40—1,000—1,050—1,050—1,100—1,100—1,150. Age.—Below 45 years. Relaxable for Government servants. Qualifications.—Essential.—(i) Degree or diploma in Textile Manufacture/Technology of recognised India or foreign University or institution and/or Associate-ship of recognised Technical Institutions connected with Textile Industry. (ii) About 6 years' experience of management and running of mills and also general experience of Textile Industry in various Production Centres. OR About 2 years' mill experience in textile mills combined with about 5 years' experience in Governments connected with inspection of all varieties of textile stores. (iii) Organisational experience and ability to reach decisions in matters of production of cotton textile materials. Experience of correspondence on technical matters and office work are necessary. (ii) Relaxable in case of such candidates as have about 8 years' experience of cloth appraisement and testing and have also worked in recognised technical capacities in Government departments.

9. One Director of Training in the Directorate General of Resettlement and Employment. Sanctioned upto March 1955 but likely to continue. Non Indians considered if no suitable Indian available. Pay.—Rs. 1,560—60—1,920. Higher initial pay upto Rs. 1,920 p.m. to specially well-qualified and experienced candidate. Age.—Below 50 years. Qualifications.—Essential.—(i) A graduate in Mechanical or Electrical Engineering of recognised University. (ii) Should have worked as Mechanical or Electrical Engineer for about 15 years and should possess good working knowledge of number of engineering trades and of small scale cottage industries. (iii) Considerable administrative experience and experience in methods of training craftsmen. Qualifications relaxable at Commission's discretion for candidates otherwise highly qualified.

10. One Permanent Asssitunt Public Relations Officer, Western Railway under the Ministry of Railways (Railway Board). Pay.—(i) For direct recruits.—Rs. 350—350—380—380—30—590—E.B.—30—770—40—850. (ii) For persons in continuous Government employ since 15th July 1931.—Rs. 300—40—860. All privileges of railway service, e.g., Railway passes, P.T.Os. admissible in accordance with rules in force from time to time. Age.—Between 25 and 40 years. Relaxable for Government servants upto 45 years. Qualifications.—Essential.—(i) Degree of recognised University preferably in Arts. (ii) About 5 years' practical experience in reputable company doing advertising business. (iii) Practical knowledge of publicity and advertising in all its branches including design, layout, 'copy', projection of propaganda and advertising schemes and utilisation of suitable media.

11 One Lady Principal, Industrial Training Institute for Women, Curzon Road, New Delhi, under Directorate General of Resettlement and Employment. Temporary but likely to continue upto March, 1955. Pay.—Rs. 450—25—600. Age.—Below 45 years. Relaxable for Government servants. Qualifications.—Essential.—(i) Degree in Arts or Science of recognised University. (ii) Degree or diploma in teaching. (iii) About 4 years' experience in supervisory post in industrial undertaking or Government department or as Head of educational institution. (iv) Adequate administrative experience.

## Advertisement No. 23

Applications invited for undermentioned posts from Indian citizens and persons migrated from Pakistan with intention of permanently settling in India or subjects of Nepal, Sikkim or Portuguese or French possession in India. Upper age limit relaxable by 3 years for scheduled castes, tribal and aboriginal communities and displaced persons. No relaxation for others save in exceptional cases and in no case beyond three years. Particulars and application forms from Secretary, Union Public Service Commission, Post Box No. 186, New Delhi. Applications for forms must specify name of post. Closing date for applications with treasury receipt or Crossed Indian Postal Order for Rs. 7/8/- (Re. 1/14/- for scheduled castes and tribes) 5th July, 1952, (19th July, 1952 for applicants abroad). Commission may remit genuinely indigent and bona fide displaced persons' fee. Separate application with separate fee required for each post. Candidates abroad may apply on plain paper if forms not available and deposit fees with local Indian Embassy. If required candidates must appear for personal interview.

1. 2 Factory Managers, Medical Stores, Depot, one each at Madras and Bombay. Temporary but likely to become permanent. Appointment made on contract basis for 3 years which may be extended to 5 years at discretion of Government. Pay :—Rs. 600—40—1,000—1,000—1,050—1,050—1,100—1,100—1,150. (Pay scale temporary and will be reviewed on expiry of period of contract. Higher initial pay upto Rs. 1,150 to specially well-qualified and experienced candidates. Age :—Below 47 years. Relaxable for Government servants upto 50 years. Qualifications :—Essential—(i) Post-graduate degree in Chemistry

or Pharmaceutical Chemistry of recognised Indian or Foreign University with about 5 years' experience in manufacture and testing of drugs. OR Degree in Chemistry or diploma in Pharmacy with about 5 years' practical experience in manufacture and testing of drugs in large concern. (ii) Elementary knowledge of Chemical Engineering. (iii) Experience in handling of labour and administration.

2. Four Assistant Field Officers, Indian Bureau of Mines. Temporary but likely to continue indefinitely. Pay :—Rs. 350—350—380—380—30—590—E. B.—30—770—40—850. Age :—Between 25 and 35 years. Qualifications :—Essential—(i) At least second class Master's or equivalent Honours degree in Mining Engineering or Geology of recognised University or diploma of Indian School of Mines and Applied Geology, Dhanbad or equivalent. (ii) About 3 years' experience in field work in prospecting for major or strategic minerals with approved results.

## CORRIGENDUM

One Superintendent of Lighthouses, Madras. In partial modification of item 9 of Commission's advertisement No. 20 which appeared on 17th May, 1952, it is notified for general information that pay scale for the post should read as follows :—Rs. 800—40—1,000—1,000—1,050—1,050—1,100—50—1,300. Closing date extended to 28th June, 1952.

D. C. DAS,  
Secretary,  
Union Public Service Commission.